

**Section 7-3.2. Equal Employment Opportunity for all employees.** — A. ~~Suffolk Public Schools shall adhere to a policy of equal employment opportunities for all employees. It is the policy of the School Board to not discriminate against any employee because of race, color, religion, age, gender, disability, national origin, marital status, or physical disability, except in situations when such disability will constitute an employment liability. Discrimination against any person shall be prohibited in recruitment, examination, appointment, training, promotion, retention, discipline, and any other aspect of personnel administration for any of the above-listed reasons, because of political or religious opinion or affiliation, or because of other non-merit factors. The Suffolk School Board is an equal opportunity employer, committed to nondiscrimination in recruitment, selection, hiring, pay, promotion, retention or other personnel actions affecting employees or candidates for employment. Therefore, discrimination in employment against any person on the basis of race, color, creed, religion, national origin, ancestry, political affiliation, sex, sexual orientation, gender, gender identity, age, pregnancy, childbirth or related medical conditions, marital status, status as a veteran, genetic information or disability is prohibited. Personnel decisions are based on merit and the ability to perform the essential functions of the job, with or without reasonable accommodation.~~

The School Board provides facilities, programs and activities that are accessible, usable and available to qualified persons with disabilities. Further, the School Board does not discriminate against qualified persons with disabilities in the provision of health, welfare and other social services.

The following statement shall be included on all employment application forms ~~and shall be disseminated throughout Suffolk Public Schools:~~ *Suffolk School Board is an equal opportunity employer. Suffolk Public Schools does not discriminate on the basis of disabling conditions or gender in admission or access to, or treatment or employment in its programs and activities. The Assistant Superintendent for Administration and Pupil Personnel Services is designated as the responsible person regarding assurances of non-discrimination and may be reached at the following address: Post Office Box 1549, Suffolk, Virginia 23439.*

This policy is (1) posted in prominent areas of each school division building, (2) included in employee handbooks and (3) provided to any employee or candidate for employment upon request. Training to prevent prohibited discrimination is included in employee in-service training. (Adopted August 10, 1995)

**Legal Authority** – Civil Rights Act of 1964, as amended in 1972, Title I, Title VII, 42 U.S.C. 2000 e-z, 29 C.F.R. 1604.11 (1987); Executive Order 11246, 1965, as amended by Executive Order 11375; Equal Employment Opportunity Act of 1972, Title VII; Education Amendments of 1972, Title IX (P.L. 92-318); 45 C.F.R., Parts 81, 86; Rehabilitation Act of 1973; Age Discrimination in Employment Act, P.L. 95-256; Constitution of Virginia, Americans with Disabilities Act of 1990.