

**NON-DISCRIMINATION**

The Gloucester County School Board is committed to non-discrimination with regard to sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic information or any other characteristic protected by law. This commitment will prevail in all of its policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

**ADOPTED:** July 1, 1991

**REVISED:** October 14, 1992  
August 10, 1999  
April 11, 2000  
December 14, 2004  
September 13, 2005  
June 11, 2013

**LEGAL REFERENCES:** 20 U.S.C. §§ 1681-1688 et seq.  
29 U.S.C. § 794.  
42 U.S.C. §§ 2000d-2000d-7,  
2000<sup>e</sup>-2000e-17, 2000ff-1.  
34 C.F.R. 106.9.  
Constitution of Virginia, article I, section 11.  
Code of Virginia, 1950, as amended, §§ 2.2-3900, 2.2-3901, 2.2-3902.

**CROSS REFERENCES:** GB Equal Employment Opportunities and Non-Discrimination  
GBA Harassment and Retaliation (Also JFHA)  
JB Equal Educational Opportunities and Non-Discrimination  
JFHA Harassment and Retaliation (Also GBA)