

**ARLINGTON PUBLIC SCHOOLS**  
**35-4.4 Employee Relations – Equal Employment Opportunity**

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Consistent with state and federal laws, the School Board supports the concept of equal opportunity within the Arlington Public Schools. To this end:

- A. Employment opportunities shall not be restricted, abridged or otherwise adversely affected on the basis of race, national origin, creed, color, religion, gender, age, economic status, sexual orientation, marital status, genetic information, pregnancy status, gender identity or expression, and/or disability.
- B. Discrimination and harassment, including sex-based harassment, of any employee or applicant on the basis of the categories listed in section A. is prohibited.
- C. The School Board shall provide facilities, programs, and activities that are accessible, usable and available to qualified disabled persons.

The Superintendent is responsible for communicating this policy to employees assigning responsibilities to administrators and developing procedures for processing complaints that this policy has been violated. The Superintendent shall designate at least one Compliance Officer and one alternate Compliance Officer to coordinate APS' efforts to comply with and carry out the school division's responsibilities and requirements pursuant to these policies and related laws and regulations (as amended), including:

- ◆ Titles VI and VII of the Civil Rights Act of 1964;
- ◆ The Equal Pay Act of 1963;
- ◆ The Age Discrimination in Employment Act of 1967;
- ◆ Titles I and V of the Americans with Disabilities Act of 1990;
- ◆ The Civil Rights Act of 1991;
- ◆ Title IX of the Education Amendments of 1972;
- ◆ Title II of the Genetic Information Nondiscrimination Act of 2008;
- ◆ The Virginia Human Rights Act;
- ◆ The Pregnancy Discrimination Act of 1978;
- ◆ School Board Policy 25-1, Safety and Student Behavior – Student Sexual Harassment