

## **P1-03 Nondiscrimination**

*(Revised August 2020)*

The Henrico County School Board is committed to nondiscrimination with regard to sex, sexual orientation, gender, gender identity, race, color, national origin, religion, ancestry, age, marital status, pregnancy, childbirth or related medical conditions, disability, ~~status as a veteran~~ **military status**, genetic information, or any other characteristic protected by law. This commitment prevails in all of its policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

Specific complaints of alleged discrimination or harassment against students or personnel based on sex, sexual orientation, gender, gender identity, race, color, national origin, religion, ancestry, age, marital status, pregnancy, childbirth or related medical conditions, disability, ~~status as a veteran~~ **military status**, genetic information, including matters under Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, Title IX, Title VI, Title VII, or any other characteristic protected by law should be filed with the person holding the following position:

Division Title IX Officer

Compliance Officer

Henrico County Public Schools

3820 Nine Mile Road

Henrico, VA 23223

Phone: (804 )652-3832

Fax: (804) 652-3933

[complianceoffice@henrico.k12.va.us](mailto:complianceoffice@henrico.k12.va.us)

## Statement of Complaint

Last Revised: July 2019

HCPS Ref.: R4-01-001 Equal Employment Opportunity and  
Nondiscrimination

R6-04-004, "Procedure for Filing Complaints and  
Grievances of Harassment or Discrimination Based on  
Characteristics Protected by Law"

Legal Refs.: 20 U.S.C. §§ 1681-1688.29

U.S.C. § 794.42

U.S.C. §§ 2000d-2000d-7, 2000e-2000e-17, 2000ff-  
1. 34 C.F.R. 106.9.

Constitution of Virginia, Article I, section 11

Code of Virginia, 1950, as amended, §§ **2.2-2901.1**, 2.2-3900,  
2.2-3901, 2.2-3902, 22.1-295.2.