

FOUNDATIONS AND BASIC COMMITMENTS

File ACC

ANTI-RACISM POLICY

This policy is intended to officially denounce racism and all racial inequities. Racism is defined as any program or practice of discrimination, segregation, persecution or mistreatment based on membership in a race or ethnic group. The CCS Anti-Racism Policy and CCS equity policy and regulations are designed to dismantle the individual, institutional, and structural racism that exists in the division.

Racial equity means the absence of institutional and structural barriers experienced by people based on race or colors, that have impeded access, opportunities, and results. CCS understands that communities of color have experienced centuries of systemic oppression. Achieving racial equity requires proactive and continuous work to dismantle systemic oppression. CCS is committed to altering systemic power and privilege dynamics and structures in order to hear and elevate underrepresented voices and to recognize and eliminate bias.

Furthermore, The Charlottesville City School Division is committed to nondiscrimination with regard to sex, gender, race, color, national origin, disability, religion, ancestry, age, marital or veteran's status, physical or mental genetic information, sexual orientation, gender identity or expression, political affiliation or any classification protected by applicable law.

This attitude and commitment will prevail in all policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

Approved: October 3, 2019

Legal Regulations: U.S. Const. amend XIV, § 1 (Equal Protection), 20 U.S.C. § 1703 (Equal Educational Opportunity), 42 U.S.C. § 2000c et seq. (Desegregation), 42 U.S.C § 2000d et seq. (Title VI of the Civil Rights Act of 1964), 42 U.S.C § 2000e-2 (Title VII of the Civil Rights Act of 1964).

Cross Ref:

AC, Nondiscrimination

GB, Equal Employment Opportunity/Nondiscrimination

JB, Equal Educational Opportunities/Nondiscrimination

JFHA, Prohibition against Harassment and Retaliation

When approved: Equity

With appreciation to Albemarle County (VA) Public Schools, Cambridge (MA) Public Schools, and Tukwila (WA) Public Schools for supplying models used to shape this policy.