

42 **Discrimination by Contractor Prohibited**

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44 The School Board includes the following provisions in every contract of more than \$10,000:

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46 1. During the performance of this contract, the contractor agrees as follows:

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48 a. The contractor will not discriminate against any employee or applicant for
49 employment because of age, race, national origin, ancestry, disability, religion,
50 gender, gender identity, gender expression, sex, sexual orientation, genetic
51 information, pregnancy, marital status, status as a parent, political affiliation or
52 other basis prohibited by state law relating to discrimination in employment,
53 except where there is a bona fide occupational qualification reasonably necessary
54 to the normal operation of the contractor. The contractor agrees to post in
55 conspicuous places, available to employees and applicants for employment,
56 notices setting forth the provisions of this non-discrimination clause.

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58 b. The contractor, in all solicitations or advertisements for employees placed by or
59 on behalf of the contractor, will state that such contractor is an equal opportunity
60 employer.

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62 c. Notices, advertisements, and solicitations placed in accordance with federal law,
63 rule, or regulation shall be deemed sufficient for the purpose of meeting the
64 requirements of this section.

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66 2. The contractor will include the provisions of the foregoing paragraphs a, b, and c in every
67 subcontract or purchase order of over \$10,000, so that the provisions will be binding on
68 each subcontractor or vendor.

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70 Adopted: October 24, 1996

71 Amended: April 4, 2002

72 Amended: January 29, 2004

73 Amended: July 2, 2007

74 Amended: May 29, 2008

75 Amended: April 21, 2016

76 Amended: February 18, 2021

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78 Legal Refs.: Code of Virginia, 1950, as amended, §§ 2.2-4300 et seq., 2.2-4311,
79 2.2-4311.1, 22.1-296.1.

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81 Cross Refs.: DJFA Purchasing Procedures – Public-Private Construction Services
82 GBA/JFHA Sexual Harassment/Harassment Based On Race, National Origin,
83 Disability, Religion, Gender, Gender Identity, Gender Expression
84 and Sexual Orientation

85 GCDA Effect of Criminal Conviction

86 IGBGA Online Courses and Virtual School Programs

87 KN Sex Offender Registry Notification