

Date: September 14, 2017

For ACTION

For INFORMATION

Board Agenda: Yes

No

FROM: Jennifer Abbruzzese, Clerk of the Board & Policy Liaison

THROUGH: Lois F. Berlin, Ed.D., Interim Superintendent of Schools
Joseph Makolandra, Chief Human Resources Officer

TO: The Honorable Ramee Gentry, Chair, and
Members of the Alexandria City School Board

TOPIC: Policy GBA/JFHA and Regulation GB-R/GBA-R/JFHA-R

SUMMARY: As part of the Board's continuing policy review, we recommend that it approve the proposed revisions to Policy GBA/JFHA and Regulation GB-R/GBA-R/JFHA-R. Since the Board last discussed this policy at its June 8, 2017 Board Meeting, ACPS staff have incorporated Board Member feedback and representatives of the Education Association of Alexandria (EAA) have reviewed and support the proposed revisions. (Hyperlinks to the current policies are included for reference.)

[Policy GBA/JFHA: Sexual Harassment/Harassment Based on Race, National Origin, Disability, Religion, Gender, Gender Identity, Gender Expression, and Sexual Orientation/Hostile Work Environment](#)

Last reviewed in 2014, this policy has been expanded to include protections and procedures for reporting bullying, a hostile work environment and/or unethical conduct.

[Regulation GB-R/GBA-R/JFHA-R: Procedures for Investigating Complaints of Discrimination and Harassment](#)

The accompanying regulation has been updated to mirror the policy revision. In addition, Form GB-F/GBA-F/JFHA-F has been developed for reporting claims of discrimination/harassment, and now appends the regulation. Although there are no revisions to [Policy GB: Equal Employment Opportunity/Non-Discrimination](#), the hyperlink is included for reference, as it aligns with joint Regulation GB-R/GBA-R/JFHA-R.

Note: As part of ACPS' ongoing commitment to website accessibility, blue text in the attached policy revisions reflects those already presented to the School Board at the June 8, 2017 Board Meeting. Orange text reflects new revisions based on Board Member feedback from that meeting.

BACKGROUND:

The Code of Virginia § [22.1-253.13:7](#) requires that each local school board shall maintain and follow up-to-date policies, and that all policies shall be reviewed at least every five years and revised as needed. In addition, the Alexandria City School Board's Policy BF provides that policies will be reviewed at least every three years and revised as needed.

RECOMMENDATION:

The Superintendent recommends that the School Board approve Policy GBA/JFHA and Regulation GB-R/GBA-R/JFHA-R.

IMPACT:

By reviewing policies periodically, the School Board ensures that ACPS operations are aligned to support excellence and high performance.

ATTACHMENTS:

Proposed revisions to Policy GBA/JFHA and Regulation GB-R/GBA-R/JFHA-R.

CONTACT:

Jennifer Abbruzzese, 703-619-8314