

Prohibition Against Harassment and Retaliation

The School Board of the City of Manassas is committed to maintaining an educational environment and workplace that is free from harassment. In accordance with law, the Board prohibits harassment against students, employees, or others on the basis of sex, sexual orientation, gender, gender identity, race, color, national origin, disability, religion, ancestry, age, marital status, pregnancy, childbirth or related medical conditions, military status, genetic information or any other characteristic protected by law or based on a belief that such characteristic exists, hereinafter referred to as protected group status, at school or any school sponsored activity.

It is a violation of this policy for any student or school personnel to harass a student or school personnel based on protected group status at school or any school sponsored activity. Further, it is a violation of this policy for any school personnel to tolerate harassment based on a student's or employee's protected group status at school or any school sponsored activity, by students, school personnel or third parties participating in, observing or otherwise engaged in school sponsored activities.

Retaliation against students or school personnel who report harassment or participate in any related proceedings is prohibited. The school division shall take appropriate action against students or school personnel who retaliate against any student or school personnel who reports alleged harassment or participates in related proceedings. The Title IX Coordinator will inform persons who make complaints, who are the subject of complaints, and who participate in investigations, of how to report any subsequent problems.

Any person who believes they were harassed or retaliated may file a complaint with an MCPS Compliance Officer (listed below).

Compliance Officers

Manassas City Public Schools
8700 Centreville Road, Suite 400
Manassas, VA 20110

Billie Kay Wingfield
571-377-6025

bwingfield@mcpsva.org

Dr. Chevese Thomas
571-377-6082

cthomsd@mcpsva.org

This notice is in compliance with *School Board Policy JFHA/GBA: [Report of Harassment](#)*