



Book	Policies and Regulations
Section	Section A - Foundations and Basic Commitments
Title	Anti-Racism
Code	ACC
Status	

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 School Board of Manassas City Public Schools (MCPS) Anti-Racism Policy and MCPS Diversity, Equity, and Inclusion Policy are designed to dismantle 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 ethnicity, that have impeded access, opportunities, and outcomes. MCPS understands that communities of color have experienced centuries of systemic oppression. Achieving racial equity requires proactive and continuous work to dismantle systemic oppression. MCPS is committed to altering systemic power and privilege dynamics and structures; we will hear, elevate, and recognize underrepresented voices to eliminate bias.

Furthermore, Manassas City Public Schools is committed to non-discriminatory practices 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 to anti-racism will guide all policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

Legal	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 References	AC - Nondiscrimination GB - Equal Employment Opportunity/Nondiscrimination JB - Equal Educational Opportunities/Nondiscrimination JFHA - Prohibition against Harassment and Retaliation