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1 SENATE BILL NO. 12

2 Senate Amendments in [] — January 28, 2016

3 A BILL to amend and reenact §§ 2.2-3004, 15.2-1507, 15.2-1604, and 22.1-306 of the Code of Virginia
4 and to amend the Code of Virginia by adding sections numbered 2.2-2901.1, 15.2-1500.1, and
5 22.1-295.2, relating to [the Virginia Human Rights Act;] public employment; prohibited
6 discrimination based on sexual orientation or gender identity.7 Patrons Prior to Engrossment—Senators Ebbin, McEachin, Lewis and Surovell; Delegates: Kory, Rasoul
8 and Simon

9 Referred to Committee on General Laws and Technology

10 Be it enacted by the General Assembly of Virginia:

11 1. That §§ 2.2-3004, 15.2-1507, 15.2-1604, and 22.1-306 of the Code of Virginia are amended and
12 reenacted and that the Code of Virginia is amended by adding sections numbered 2.2-2901.1,
13 15.2-1500.1, and 22.1-295.2 as follows:

14 § 2.2-2901.1. Employment discrimination prohibited.

15 A. For the purposes of this section:

16 "Gender identity" means the gender-related identity, appearance, or other gender-related
17 characteristics of an individual, with or without regard to the individual's designated sex at birth.18 "Sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, or
19 homosexuality.20 B. No state agency, institution, board, bureau, commission, council, or instrumentality of the
21 Commonwealth shall discriminate in employment on the basis of race, color, religion, national origin,
22 sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual
23 orientation, gender identity, or status as veteran. This prohibition does not in any way permit or require
24 the lowering of any job requirements, performance standards, or qualifications necessary to successfully
25 perform the duties of the position.

26 § 2.2-3004. Grievances qualifying for a grievance hearing; grievance hearing generally.

27 A. A grievance qualifying for a hearing shall involve a complaint or dispute by an employee relating
28 to the following adverse employment actions in which the employee is personally involved, including
29 but not limited to (i) formal disciplinary actions, including suspensions, demotions, transfers and
30 assignments, and dismissals resulting from formal discipline or unsatisfactory job performance; (ii) the
31 application of all written personnel policies, procedures, rules and regulations where it can be shown that
32 policy was misapplied or unfairly applied; (iii) discrimination on the basis of race, color, religion,
33 political affiliation, age, disability, national origin or, sex, pregnancy, childbirth or related medical
34 conditions, marital status, sexual orientation as defined in § 2.2-2901.1, gender identity as defined in
35 § 2.2-2901.1, or status as a veteran; (iv) arbitrary or capricious performance evaluations; (v) acts of
36 retaliation as the result of the use of or participation in the grievance procedure or because the employee
37 has complied with any law of the United States or of the Commonwealth, has reported any violation of
38 such law to a governmental authority, has sought any change in law before the Congress of the United
39 States or the General Assembly, or has reported an incidence of fraud, abuse, or gross mismanagement;
40 and (vi) retaliation for exercising any right otherwise protected by law.41 B. Management reserves the exclusive right to manage the affairs and operations of state government.
42 Management shall exercise its powers with the highest degree of trust. In any employment matter that
43 management precludes from proceeding to a grievance hearing, management's response, including any
44 appropriate remedial actions, shall be prompt, complete, and fair.45 C. Complaints relating solely to the following issues shall not proceed to a hearing: (i) establishment
46 and revision of wages, salaries, position classifications, or general benefits; (ii) work activity accepted by
47 the employee as a condition of employment or which may reasonably be expected to be a part of the
48 job content; (iii) contents of ordinances, statutes or established personnel policies, procedures, and rules
49 and regulations; (iv) methods, means, and personnel by which work activities are to be carried on; (v)
50 termination, layoff, demotion, or suspension from duties because of lack of work, reduction in work
51 force, or job abolition; (vi) hiring, promotion, transfer, assignment, and retention of employees within
52 the agency; and (vii) relief of employees from duties of the agency in emergencies.53 D. Except as provided in subsection A of § 2.2-3003, decisions regarding whether a grievance
54 qualifies for a hearing shall be made in writing by the agency head or his designee within five workdays
55 of the employee's request for a hearing. A copy of the decision shall be sent to the employee. The
56 employee may appeal the denial of a hearing by the agency head to the Director of the Department of

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60 Human Resource Management (the Director). Upon receipt of an appeal, the agency shall transmit the
61 entire grievance record to the Department of Human Resource Management within five workdays. The
62 Director shall render a decision on whether the employee is entitled to a hearing upon the grievance
63 record and other probative evidence.

64 E. The hearing pursuant to § 2.2-3005 shall be held in the locality in which the employee is
65 employed or in any other locality agreed to by the employee, employer, and hearing officer. The
66 employee and the agency may be represented by legal counsel or a lay advocate, the provisions of
67 § 54.1-3904 notwithstanding. The employee and the agency may call witnesses to present testimony and
68 be cross-examined.

69 **§ 15.2-1500.1. Employment discrimination prohibited.**

70 A. *As used in this chapter:*

71 "Gender identity" means the gender-related identity, appearance, or other gender-related
72 characteristics of an individual, with or without regard to the individual's designated sex at birth.

73 "Sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, or
74 homosexuality.

75 B. *No department, office, board, commission, agency, or instrumentality of local government shall
76 discriminate in employment on the basis of race, color, religion, national origin, sex, pregnancy,
77 childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender
78 identity, or status as a veteran. This prohibition does not in any way permit or require the lowering of
79 any job requirements, performance standards, or qualifications necessary to successfully perform the
80 duties of the position.*

81 **§ 15.2-1507. Provision of grievance procedure; training programs.**

82 A. If a local governing body fails to adopt a grievance procedure required by § 15.2-1506 or fails to
83 certify it as provided in this section, the local governing body shall be deemed to have adopted a
84 grievance procedure which is consistent with the provisions of Chapter 30 (§ 2.2-3000 et seq.) of Title
85 2.2 and any regulations adopted pursuant thereto for so long as the locality remains in noncompliance.
86 The locality shall provide its employees with copies of the applicable grievance procedure upon request.
87 The term "grievance" as used herein shall not be interpreted to mean negotiations of wages, salaries, or
88 fringe benefits.

89 Each grievance procedure, and each amendment thereto, in order to comply with this section, shall
90 be certified in writing to be in compliance by the city, town or county attorney, and the chief
91 administrative officer of the locality, and such certification filed with the clerk of the circuit court
92 having jurisdiction in the locality in which the procedure is to apply. Local government grievance
93 procedures in effect as of July 1, 1991, shall remain in full force and effect for 90 days thereafter,
94 unless certified and filed as provided above within a shorter time period.

95 Each grievance procedure shall include the following components and features:

96 1. Definition of grievance. A grievance shall be a complaint or dispute by an employee relating to
97 his employment, including but not necessarily limited to (i) disciplinary actions, including dismissals,
98 disciplinary demotions, and suspensions, provided that dismissals shall be grievable whenever resulting
99 from formal discipline or unsatisfactory job performance; (ii) the application of personnel policies,
100 procedures, rules and regulations, including the application of policies involving matters referred to in
101 clause (iii) of subdivision 2 (iii) below; (iii) discrimination on the basis of race, color, creed, religion,
102 political affiliation, age, disability, national origin or, sex, pregnancy, childbirth or related medical
103 conditions, sexual orientation, gender identity, or status as a veteran; and (iv) acts of retaliation as the
104 result of the use of or participation in the grievance procedure or because the employee has complied
105 with any law of the United States or of the Commonwealth, has reported any violation of such law to a
106 governmental authority, has sought any change in law before the Congress of the United States or the
107 General Assembly, or has reported an incidence of fraud, abuse, or gross mismanagement. For the
108 purposes of clause (iv) there shall be a rebuttable presumption that increasing the penalty that is the
109 subject of the grievance at any level of the grievance shall be an act of retaliation.

110 2. Local government responsibilities. Local governments shall retain the exclusive right to manage
111 the affairs and operations of government. Accordingly, the following complaints are nongrievable: (i)
112 establishment and revision of wages or salaries, position classification or general benefits; (ii) work
113 activity accepted by the employee as a condition of employment or work activity which may reasonably
114 be expected to be a part of the job content; (iii) the contents of ordinances, statutes or established
115 personnel policies, procedures, rules and regulations; (iv) failure to promote except where the employee
116 can show that established promotional policies or procedures were not followed or applied fairly; (v) the
117 methods, means and personnel by which work activities are to be carried on; (vi) except where such
118 action affects an employee who has been reinstated within the previous six months as the result of the
119 final determination of a grievance, termination, layoff, demotion or suspension from duties because of
120 lack of work, reduction in work force, or job abolition; (vii) the hiring, promotion, transfer, assignment
121 and retention of employees within the local government; and (viii) the relief of employees from duties

122 of the local government in emergencies. In any grievance brought under the exception to clause (vi) of
 123 this subdivision, the action shall be upheld upon a showing by the local government that: (i) (a) there
 124 was a valid business reason for the action and (ii) (b) the employee was notified of the reason in writing
 125 prior to the effective date of the action.

126 3. Coverage of personnel.

127 a. Unless otherwise provided by law, all nonprobationary local government permanent full-time and
 128 part-time employees are eligible to file grievances with the following exceptions:

129 (1) Appointees of elected groups or individuals;

130 (2) Officials and employees who by charter or other law serve at the will or pleasure of an
 131 appointing authority;

132 (3) Deputies and executive assistants to the chief administrative officer of a locality;

133 (4) Agency heads or chief executive officers of government operations;

134 (5) Employees whose terms of employment are limited by law;

135 (6) Temporary, limited term and seasonal employees;

136 (7) Law-enforcement officers as defined in Chapter 5 (§ 9.1-500 et seq.) of Title 9.1 whose grievance
 137 is subject to the provisions of Chapter 10.1 and who have elected to proceed pursuant to those
 138 provisions in the resolution of their grievance, or any other employee electing to proceed pursuant to
 139 any other existing procedure in the resolution of his grievance.

140 b. Notwithstanding the exceptions set forth in subdivision 3 above, local governments, at their sole
 141 discretion, may voluntarily include employees in any of the excepted categories within the coverage of
 142 their grievance procedures.

143 c. The chief administrative officer of each local government, or his designee, shall determine the
 144 officers and employees excluded from the grievance procedure, and shall be responsible for maintaining
 145 an up-to-date list of the affected positions.

146 4. Grievance procedure availability and coverage for employees of community services boards,
 147 redevelopment and housing authorities, and regional housing authorities. Employees of community
 148 services boards, redevelopment and housing authorities created pursuant to § 36-4, and regional housing
 149 authorities created pursuant to § 36-40 shall be included in (i) a local governing body's grievance
 150 procedure or personnel system, if agreed to by the department, board, or authority and the locality or (ii)
 151 a grievance procedure established and administered by the department, board or authority which is
 152 consistent with the provisions of Chapter 30 (§ 2.2-3000 et seq.) of Title 2.2 and any regulations
 153 promulgated pursuant thereto. If a department, board or authority fails to establish a grievance procedure
 154 pursuant to clause (i) or (ii), it shall be deemed to have adopted a grievance procedure which is
 155 consistent with the provisions of Chapter 30 (§ 2.2-3000 et seq.) of Title 2.2 and any regulations
 156 adopted pursuant thereto for so long as it remains in noncompliance.

157 5. General requirements for procedures.

158 a. Each grievance procedure shall include not more than four steps for airing complaints at
 159 successively higher levels of local government management, and a final step providing for a panel
 160 hearing or a hearing before an administrative hearing officer upon the agreement of both parties.

161 b. Grievance procedures shall prescribe reasonable and specific time limitations for the grievant to
 162 submit an initial complaint and to appeal each decision through the steps of the grievance procedure.

163 c. Nothing contained in this section shall prohibit a local government from granting its employees
 164 rights greater than those contained herein, provided such grant does not exceed or violate the general
 165 law or public policy of the Commonwealth.

166 6. Time periods.

167 a. It is intended that speedy attention to employee grievances be promoted, consistent with the ability
 168 of the parties to prepare for a fair consideration of the issues of concern.

169 b. The time for submitting an initial complaint shall not be less than 20 calendar days after the event
 170 giving rise to the grievance, but local governments may, at their option, allow a longer time period.

171 c. Limits for steps after initial presentation of grievance shall be the same or greater for the grievant
 172 than the time which is allowed for local government response in each comparable situation.

173 d. Time frames may be extended by mutual agreement of the local government and the grievant.

174 7. Compliance.

175 a. After the initial filing of a written grievance, failure of either party to comply with all substantial
 176 procedural requirements of the grievance procedure, including the panel or administrative hearing,
 177 without just cause shall result in a decision in favor of the other party on any grievable issue, provided
 178 the party not in compliance fails to correct the noncompliance within five workdays of receipt of written
 179 notification by the other party of the compliance violation. Such written notification by the grievant shall
 180 be made to the chief administrative officer, or his designee.

181 b. The chief administrative officer, or his designee, at his option, may require a clear written
 182 explanation of the basis for just cause extensions or exceptions. The chief administrative officer, or his

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183 designee, shall determine compliance issues. Compliance determinations made by the chief
184 administrative officer shall be subject to judicial review by filing petition with the circuit court within
185 30 days of the compliance determination.

186 8. Management steps.

187 a. The first step shall provide for an informal, initial processing of employee complaints by the
188 immediate supervisor through a nonwritten, discussion format.

189 b. Management steps shall provide for a review with higher levels of local government authority
190 following the employee's reduction to writing of the grievance and the relief requested on forms
191 supplied by the local government. Personal face-to-face meetings are required at all of these steps.

192 c. With the exception of the final management step, the only persons who may normally be present
193 in the management step meetings are the grievant, the appropriate local government official at the level
194 at which the grievance is being heard, and appropriate witnesses for each side. Witnesses shall be
195 present only while actually providing testimony. At the final management step, the grievant, at his
196 option, may have present a representative of his choice. If the grievant is represented by legal counsel,
197 local government likewise has the option of being represented by counsel.

198 9. Qualification for panel or administrative hearing.

199 a. Decisions regarding grievability and access to the procedure shall be made by the chief
200 administrative officer of the local government, or his designee, at any time prior to the panel hearing, at
201 the request of the local government or grievant, within 10 calendar days of the request. No city, town,
202 or county attorney, or attorney for the Commonwealth, shall be authorized to decide the question of
203 grievability. A copy of the ruling shall be sent to the grievant. Decisions of the chief administrative
204 officer of the local government, or his designee, may be appealed to the circuit court having jurisdiction
205 in the locality in which the grievant is employed for a hearing on the issue of whether the grievance
206 qualifies for a panel hearing. Proceedings for review of the decision of the chief administrative officer or
207 his designee shall be instituted by the grievant by filing a notice of appeal with the chief administrative
208 officer within 10 calendar days from the date of receipt of the decision and giving a copy thereof to all
209 other parties. Within 10 calendar days thereafter, the chief administrative officer or his designee shall
210 transmit to the clerk of the court to which the appeal is taken: a copy of the decision of the chief
211 administrative officer, a copy of the notice of appeal, and the exhibits. A list of the evidence furnished
212 to the court shall also be furnished to the grievant. The failure of the chief administrative officer or his
213 designee to transmit the record shall not prejudice the rights of the grievant. The court, on motion of the
214 grievant, may issue a writ of certiorari requiring the chief administrative officer to transmit the record on
215 or before a certain date.

216 b. Within 30 days of receipt of such records by the clerk, the court, sitting without a jury, shall hear
217 the appeal on the record transmitted by the chief administrative officer or his designee and such
218 additional evidence as may be necessary to resolve any controversy as to the correctness of the record.
219 The court, in its discretion, may receive such other evidence as the ends of justice require. The court
220 may affirm the decision of the chief administrative officer or his designee, or may reverse or modify the
221 decision. The decision of the court shall be rendered no later than the fifteenth day from the date of the
222 conclusion of the hearing. The decision of the court is final and is not appealable.

223 10. Final hearings.

224 a. Qualifying grievances shall advance to either a panel hearing or a hearing before an administrative
225 hearing officer, as set forth in the locality's grievance procedure, as described below:

226 (1) If the grievance procedure adopted by the local governing body provides that the final step shall
227 be an impartial panel hearing, the panel may, with the exception of those local governments covered by
228 subdivision a (2) of this subsection, consist of one member appointed by the grievant, one member
229 appointed by the agency head and a third member selected by the first two. In the event that agreement
230 cannot be reached as to the final panel member, the chief judge of the circuit court of the jurisdiction
231 wherein the dispute arose shall select the third panel member. The panel shall not be composed of any
232 persons having direct involvement with the grievance being heard by the panel, or with the complaint or
233 dispute giving rise to the grievance. Managers who are in a direct line of supervision of a grievant,
234 persons residing in the same household as the grievant and the following relatives of a participant in the
235 grievance process or a participant's spouse are prohibited from serving as panel members: spouse, parent,
236 child, descendants of a child, sibling, niece, nephew and first cousin. No attorney having direct
237 involvement with the subject matter of the grievance, nor a partner, associate, employee or co-employee
238 of the attorney shall serve as a panel member.

239 (2) If the grievance procedure adopted by the local governing body provides for the final step to be
240 an impartial panel hearing, local governments may retain the panel composition method previously
241 approved by the Department of Human Resource Management and in effect as of the enactment of this
242 statute. Modifications to the panel composition method shall be permitted with regard to the size of the
243 panel and the terms of office for panel members, so long as the basic integrity and independence of
244 panels are maintained. As used in this section, the term "panel" shall include all bodies designated and

245 authorized to make final and binding decisions.

246 (3) When a local government elects to use an administrative hearing officer rather than a
 247 three-person panel for the final step in the grievance procedure, the administrative hearing officer shall
 248 be appointed by the Executive Secretary of the Supreme Court of Virginia. The appointment shall be
 249 made from the list of administrative hearing officers maintained by the Executive Secretary pursuant to
 250 § 2.2-4024 and shall be made from the appropriate geographical region on a rotating basis. In the
 251 alternative, the local government may request the appointment of an administrative hearing officer from
 252 the Department of Human Resource Management. If a local government elects to use an administrative
 253 hearing officer, it shall bear the expense of such officer's services.

254 (4) When the local government uses a panel in the final step of the procedure, there shall be a
 255 chairperson of the panel and, when panels are composed of three persons (one each selected by the
 256 respective parties and the third from an impartial source), the third member shall be the chairperson.

257 (5) Both the grievant and the respondent may call upon appropriate witnesses and be represented by
 258 legal counsel or other representatives at the hearing. Such representatives may examine, cross-examine,
 259 question and present evidence on behalf of the grievant or respondent before the panel or hearing officer
 260 without being in violation of the provisions of § 54.1-3904.

261 (6) The decision of the panel or hearing officer shall be final and binding and shall be consistent
 262 with provisions of law and written policy.

263 (7) The question of whether the relief granted by a panel or hearing officer is consistent with written
 264 policy shall be determined by the chief administrative officer of the local government, or his designee,
 265 unless such person has a direct personal involvement with the event or events giving rise to the
 266 grievance, in which case the decision shall be made by the attorney for the Commonwealth of the
 267 jurisdiction in which the grievance is pending.

268 b. Rules for panel and administrative hearings.

269 Unless otherwise provided by law, local governments shall adopt rules for the conduct of panel or
 270 administrative hearings as a part of their grievance procedures, or shall adopt separate rules for such
 271 hearings. Rules which are promulgated shall include, but need not be limited to the following
 272 provisions:

273 (1) That neither the panels nor the hearing officer have authority to formulate policies or procedures
 274 or to alter existing policies or procedures;

275 (2) That panels and the hearing officer have the discretion to determine the propriety of attendance at
 276 the hearing of persons not having a direct interest in the hearing, and, at the request of either party, the
 277 hearing shall be private;

278 (3) That the local government provide the panel or hearing officer with copies of the grievance
 279 record prior to the hearing, and provide the grievant with a list of the documents furnished to the panel
 280 or hearing officer, and the grievant and his attorney, at least 10 days prior to the scheduled hearing,
 281 shall be allowed access to and copies of all relevant files intended to be used in the grievance
 282 proceeding;

283 (4) That panels and hearing officers have the authority to determine the admissibility of evidence
 284 without regard to the burden of proof, or the order of presentation of evidence, so long as a full and
 285 equal opportunity is afforded to all parties for the presentation of their evidence;

286 (5) That all evidence be presented in the presence of the panel or hearing officer and the parties,
 287 except by mutual consent of the parties;

288 (6) That documents, exhibits and lists of witnesses be exchanged between the parties or hearing
 289 officer in advance of the hearing;

290 (7) That the majority decision of the panel or the decision of the hearing officer, acting within the
 291 scope of its or his authority, be final, subject to existing policies, procedures and law;

292 (8) That the panel or hearing officer's decision be provided within a specified time to all parties; and

293 (9) Such other provisions as may facilitate fair and expeditious hearings, with the understanding that
 294 the hearings are not intended to be conducted like proceedings in courts, and that rules of evidence do
 295 not necessarily apply.

296 11. Implementation of final hearing decisions.

297 Either party may petition the circuit court having jurisdiction in the locality in which the grievant is
 298 employed for an order requiring implementation of the hearing decision.

299 B. Notwithstanding the contrary provisions of this section, a final hearing decision rendered under
 300 the provisions of this section which would result in the reinstatement of any employee of a sheriff's
 301 office, who has been terminated for cause may be reviewed by the circuit court for the locality upon the
 302 petition of the locality. The review of the circuit court shall be limited to the question of whether the
 303 decision of the panel or hearing officer was consistent with provisions of law and written policy.

304 § 15.2-1604. Appointment of deputies and employment of employees; discriminatory practices
 305 by certain officers; civil penalty.

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306 A. It shall be an unlawful employment practice for a constitutional officer:

307 1. To fail or refuse to appoint or hire or to discharge any individual, or otherwise to discriminate
308 against any individual with respect to his compensation, terms, conditions or privileges of appointment
309 or employment, because of such individual's race, color, religion, sex or, national origin, *pregnancy*,
310 *childbirth or related medical conditions*, *sexual orientation as defined in § 15.2-1500.1*, *gender identity*
311 *as defined in § 15.2-1500.1*, or *status as a veteran*; or

312 2. To limit, segregate, or classify his appointees, employees or applicants for appointment or
313 employment in any way which would deprive or tend to deprive any individual of employment
314 opportunities or otherwise adversely affect his status as an employee, because of the individual's race,
315 color, religion, sex or, national origin, *pregnancy*, *childbirth or related medical conditions*, *sexual*
316 *orientation as defined in § 15.2-1500.1*, *gender identity as defined in § 15.2-1500.1*, or *status as a*
317 *veteran*.

318 B. Nothing in this section shall be construed to make it an unlawful employment practice for a
319 constitutional officer to hire or appoint an individual on the basis of his sex or national origin in those
320 instances where sex or national origin is a bona fide occupational qualification reasonably necessary to
321 the normal operation of that particular office. The provisions of this section shall not apply to
322 policy-making positions, confidential or personal staff positions, or undercover positions.

323 C. With regard to notices and advertisements:

324 1. Every constitutional officer shall, prior to hiring any employee, advertise such employment
325 position in a newspaper having general circulation or a state or local government job placement service
326 in such constitutional officer's locality except where the vacancy is to be used (i) as a placement
327 opportunity for appointees or employees affected by layoff, (ii) as a transfer opportunity or demotion for
328 an incumbent, (iii) to fill positions that have been advertised within the past 120 days, (iv) to fill
329 positions to be filled by appointees or employees returning from leave with or without pay, (v) to fill
330 temporary positions, temporary employees being those employees hired to work on special projects that
331 have durations of three months or less, or (vi) to fill policy-making positions, confidential or personal
332 staff positions, or special, sensitive law-enforcement positions normally regarded as undercover work.

333 2. No constitutional officer shall print or publish or cause to be printed or published any notice or
334 advertisement relating to employment by such constitutional officer indicating any preference, limitation,
335 specification, or discrimination, based on sex or national origin, except that such notice or advertisement
336 may indicate a preference, limitation, specification, or discrimination based on sex or national origin
337 when sex or national origin is a bona fide occupational qualification for employment.

338 D. Complaints regarding violations of subsection A may be made to the Division of Human Rights
339 of the Department of Law. The Division shall have the authority to exercise its powers as outlined in
340 Article 4 (§ 2.2-520 et seq.) of Chapter 5 of Title 2.2.

341 E. Any constitutional officer who willfully violates the provisions of subsection C shall be subject to
342 a civil penalty not to exceed \$2,000.

343 § 22.1-295.2. Employment discrimination prohibited.

344 A. For the purposes of this section:

345 "Gender identity" means the gender-related identity, appearance, or other gender-related
346 characteristics of an individual, with or without regard to the individual's designated sex at birth.

347 "Sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, or
348 homosexuality.

349 B. No school board or any agent or employee thereof shall discriminate in employment on the basis
350 of race, color, religion, national origin, sex, *pregnancy*, *childbirth or related medical conditions*, age,
351 marital status, disability, sexual orientation, gender identity, or status as a veteran. This prohibition
352 does not in any way permit or require the lowering of any job requirements, performance standards, or
353 qualifications necessary to successfully perform the duties of the position.

354 § 22.1-306. Definitions.

355 As used in this article:

356 "Business day" means any day that the relevant school board office is open.

357 "Day" means calendar days unless a different meaning is clearly expressed in this article. Whenever
358 the last day for performing an act required by this article falls on a Saturday, Sunday, or legal holiday,
359 the act may be performed on the next day that is not a Saturday, Sunday, or legal holiday.

360 "Dismissal" means the dismissal of any teacher during the term of such teacher's contract.

361 "Grievance" means a complaint or dispute by a teacher relating to his employment, including but not
362 necessarily limited to: (i) disciplinary action including dismissal; (ii) the application or interpretation of:
363 (a) personnel policies, (b) procedures, (c) rules and regulations, (d) ordinances, and (e) statutes; (iii) acts
364 of reprisal against a teacher for filing or processing a grievance, participating as a witness in any step,
365 meeting or hearing relating to a grievance, or serving as a member of a fact-finding panel; and (iv)
366 complaints of discrimination on the basis of race, color, ~~erred~~ religion, political affiliation, ~~handicap~~
367 disability, age, national origin, or sex, *pregnancy*, *childbirth or related medical conditions*, marital

368 *status, sexual orientation as defined in § 22.1-295.2, gender identity as defined in § 22.1-295.2, or status*
369 *as a veteran.* Each school board shall have the exclusive right to manage the affairs and operations of
370 the school division. Accordingly, the term "grievance" shall not include a complaint or dispute by a
371 teacher relating to (1) establishment and revision of wages or salaries, position classifications or general
372 benefits; (2) suspension of a teacher or nonrenewal of the contract of a teacher who has not achieved
373 continuing contract status; (3) the establishment or contents of ordinances, statutes or personnel policies,
374 procedures, rules and regulations; (4) failure to promote; (5) discharge, layoff, or suspension from
375 duties because of decrease in enrollment, decrease in enrollment or abolition of a particular subject or
376 insufficient funding; (6) hiring, transfer, assignment, and retention of teachers within the school
377 division; (7) suspension from duties in emergencies; (8) the methods, means, and personnel by which
378 the school division's operations are to be carried on; or (9) coaching or extracurricular activity
379 sponsorship.

380 While these management rights are reserved to the school board, failure to apply, where applicable,
381 the rules, regulations, policies, or procedures as written or established by the school board is grievable.

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