



ACPS Anti-Racism & Anti-Bias in Athletics/Activities

The purpose of this communication is to make clear our expectations of anti-racist, anti-biased behaviors as it applies to ACPS extra-curricular athletics and activities. The information below outlines our goal and expectation to create an environment for all to participate in the athletics/activities they love in a climate free of racist, sexist or other intimidating comments or actions that are not conducive to the mission of educational-based extra-curricular programs.

The expectation is for the following persons to attend and/or participate in our VHSL programs without using racial slurs, homophobic/ethnic remarks, or other comments in violation of Albemarle County Public Schools' non-discrimination and anti-racism statements.

- Student-Athletes/Teams
- Coaches/School Personnel
- Parents/Spectators
- Officials

Consequences for occurrences of racist, sexist or biased comments may include, but are not limited to, administrative counseling, individualized training in Implicit Bias, team-based training in lieu of practices or games, and/or suspension or removal from VHSL athletics/activities. These expectations and consequences are applicable to individuals, teams and/or spectators.

In addition, the Virginia High School League exercises zero-tolerance for racist comments during competition. Student-athletes or coaches using racist language are subject to immediate ejection and suspension. Spectators would be asked to leave the facility.

We ask that you join with us in this commitment to embrace our diverse community with tolerance, respect and unity.

Regards,

The Athletic Directors of Albemarle County Public Schools

Deb Tyson, Albemarle High School

Matthew Pearman, Sr., Monticello High School

Steve Heon, Western Albemarle High School

Albemarle County Public Schools does not discriminate on the basis of sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic information, or any other characteristic protected by law in its programs and activities.

The Albemarle County School Board and the Albemarle County Public Schools reject all forms of racism as destructive to the Division's mission, vision, values, and goals.