



COMMONWEALTH of VIRGINIA  
Department of Education

September 16, 2016

TO: Division Superintendents

FROM: Steven R. Staples, Superintendent of Public Instruction

**SUBJECT: The Virginia Department of Education's (VDOE) Obligation to Review and/or Assist School Divisions Regarding Federal Civil Rights Laws**

The guidelines for eliminating discrimination and denial of services on the basis of race, color, national origin, sex, and disability, refer to 34 C.F.R. Part 100, Appendix B ([Guidelines](#)) is a federal regulation to ensure that each student has equal access to career and technical education (CTE) programs. The *Guidelines* require the VDOE to monitor school divisions for CTE civil rights compliance through technical assistance, analyses of information and data, and periodic on-site reviews to determine compliance with the following civil rights laws:

- *Title VI of the Civil Rights Act of 1964* (prohibiting discrimination based on race, color, and national origin) 34 CFR Part 100
- *Title IX of the Education Amendments of 1972* (prohibiting discrimination based on sex) 34 CFR Part 106
- *Section 504 of the Rehabilitation Act of 1973* (prohibiting discrimination based on disability) 34 CFR Part 104
- *Title II of the Americans with Disabilities Act of 1990* (prohibiting discrimination based on disability) 28 CFR Part 35

School administrators are highly recommended to review the *Guidelines*, [CTE civil rights on-site review checklist](#), [six-year cyclical schedule](#), and other related information to become familiar with the CTE civil rights review process.

If you have questions, please contact William A. Hatch, CTE Planning, Administration, and Accountability Coordinator, Office of Career, Technical, and Adult Education, at [cte@doe.virginia.gov](mailto:cte@doe.virginia.gov) or by telephone at (804) 225-2052.

SRS/LBH/aab