

## 1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to amend and reenact §§ 2.2-520, 2.2-3004, 2.2-3900, 2.2-3901, 2.2-3902, 6.2-501, 15.2-853,*  
 3 *15.2-854, 15.2-965, 15.2-1507, 15.2-1604, 22.1-306, 36-96.1 through 36-96.3, 36-96.4, 36-96.6, and*  
 4 *55.1-1310 of the Code of Virginia; to amend the Code of Virginia by adding a section numbered*  
 5 *2.2-2901.1, by adding in Chapter 39 of Title 2.2 sections numbered 2.2-3904 through 2.2-3908, and*  
 6 *by adding sections numbered 15.2-1500.1 and 22.1-295.2; and to repeal § 2.2-3903 of the Code of*  
 7 *Virginia, relating to prohibited discrimination; public accommodations, employment, housing, and*  
 8 *credit; causes of action; sexual orientation and gender identity.*

9 [S 868]

10 Approved

11 **Be it enacted by the General Assembly of Virginia:**

12 **1. That §§ 2.2-520, 2.2-3004, 2.2-3900, 2.2-3901, 2.2-3902, 6.2-501, 15.2-853, 15.2-854, 15.2-965,**  
 13 **15.2-1507, 15.2-1604, 22.1-306, 36-96.1 through 36-96.3, 36-96.4, 36-96.6, and 55.1-1310 of the Code**  
 14 **of Virginia are amended and reenacted and that the Code of Virginia is amended by adding a**  
 15 **section numbered 2.2-2901.1, by adding in Chapter 39 of Title 2.2 sections numbered 2.2-3904**  
 16 **through 2.2-3908, and by adding sections numbered 15.2-1500.1 and 22.1-295.2 as follows:**

17 **§ 2.2-520. Division of Human Rights created; duties.**

18 A. There is created in the Department of Law a Division of Human Rights (the Division) to assist in  
 19 the prevention of and relief from alleged unlawful discriminatory practices.

## 20 B. The powers and duties of the Division shall be to:

21 1. Receive, investigate, seek to conciliate, refer to another agency, hold hearings pursuant to the  
 22 Virginia Administrative Process Act (§ 2.2-4000 et seq.), and make findings and recommendations upon  
 23 complaints alleging unlawful discriminatory practices *pursuant to the Virginia Human Rights Act*  
 24 *(§ 2.2-3900 et seq.);*

25 2. Adopt, promulgate, amend, and rescind regulations consistent with this article *and the provisions*  
 26 *of the Virginia Human Rights Act (§ 2.2-3900 et seq.)* pursuant to the Virginia Administrative Process  
 27 Act (§ 2.2-4000 et seq.). However, the Division shall not have the authority to adopt regulations on a  
 28 substantive matter when another state agency is authorized to adopt such regulations;

29 3. Inquire into incidents that may constitute unlawful acts of discrimination or unfounded charges of  
 30 unlawful discrimination under state or federal law and take such action within the Division's authority  
 31 designed to prevent such acts;

32 4. Seek through appropriate enforcement authorities, prevention of or relief from an alleged unlawful  
 33 discriminatory practice;

34 5. Appoint and compensate qualified hearing officers from the list of hearing officers maintained by  
 35 the Executive Secretary of the Supreme Court of Virginia;

36 6. Promote creation of local commissions to aid in effectuating the policies of this article and to  
 37 enter into cooperative worksharing or other agreements with federal agencies or local commissions,  
 38 including the deferral of complaints of discrimination to federal agencies or local commissions;

39 7. Make studies and appoint advisory councils to effectuate the purposes and policies of the article  
 40 and to make the results thereof available to the public;

41 8. Accept public grants or private gifts, bequests, or other payments, as appropriate; and

42 9. Furnish technical assistance upon request of persons subject to this article to further comply with  
 43 the article or an order issued thereunder.

44 **§ 2.2-2901.1. Employment discrimination prohibited.**

45 A. *For the purposes of this section, "age" means being an individual who is at least 40 years of age.*

46 B. *No state agency, institution, board, bureau, commission, council, or instrumentality of the*  
 47 *Commonwealth shall discriminate in employment on the basis of race, color, religion, national origin,*  
 48 *sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual*  
 49 *orientation, gender identity, or status as a veteran.*

50 C. *The provisions of this section shall not prohibit (i) discrimination in employment on the basis of*  
 51 *sex or age in those instances when sex or age is a bona fide occupational qualification for employment*  
 52 *or (ii) providing preference in employment to veterans.*

53 **§ 2.2-3004. Grievances qualifying for a grievance hearing; grievance hearing generally.**

54 A. A grievance qualifying for a hearing shall involve a complaint or dispute by an employee relating  
 55 to the following adverse employment actions in which the employee is personally involved, including  
 56 ~~but not limited to~~ (i) formal disciplinary actions, including suspensions, demotions, transfers and

57 assignments, and dismissals resulting from formal discipline or unsatisfactory job performance; (ii) the  
 58 application of all written personnel policies, procedures, rules and regulations where it can be shown that  
 59 policy was misapplied or unfairly applied; (iii) discrimination on the basis of race, color, religion,  
 60 political affiliation, age, disability, national origin ~~or~~, sex, *pregnancy, childbirth or related medical*  
 61 *conditions, marital status, sexual orientation, gender identity, or status as a veteran*; (iv) arbitrary or  
 62 capricious performance evaluations; (v) acts of retaliation as the result of the use of or participation in  
 63 the grievance procedure or because the employee has complied with any law of the United States or of  
 64 the Commonwealth, has reported any violation of such law to a governmental authority, has sought any  
 65 change in law before the Congress of the United States or the General Assembly, or has reported an  
 66 incidence of fraud, abuse, or gross mismanagement; and (vi) retaliation for exercising any right  
 67 otherwise protected by law.

68 B. Management reserves the exclusive right to manage the affairs and operations of state government.  
 69 Management shall exercise its powers with the highest degree of trust. In any employment matter that  
 70 management precludes from proceeding to a grievance hearing, management's response, including any  
 71 appropriate remedial actions, shall be prompt, complete, and fair.

72 C. Complaints relating solely to the following issues shall not proceed to a hearing: (i) establishment  
 73 and revision of wages, salaries, position classifications, or general benefits; (ii) work activity accepted by  
 74 the employee as a condition of employment or which may reasonably be expected to be a part of the  
 75 job content; (iii) contents of ordinances, statutes or established personnel policies, procedures, and rules  
 76 and regulations; (iv) methods, means, and personnel by which work activities are to be carried on; (v)  
 77 termination, layoff, demotion, or suspension from duties because of lack of work, reduction in work  
 78 force, or job abolition; (vi) hiring, promotion, transfer, assignment, and retention of employees within  
 79 the agency; and (vii) relief of employees from duties of the agency in emergencies.

80 D. Except as provided in subsection A of § 2.2-3003, decisions regarding whether a grievance  
 81 qualifies for a hearing shall be made in writing by the agency head or his designee within five workdays  
 82 of the employee's request for a hearing. A copy of the decision shall be sent to the employee. The  
 83 employee may appeal the denial of a hearing by the agency head to the Director of the Department of  
 84 Human Resource Management (the Director). Upon receipt of an appeal, the agency shall transmit the  
 85 entire grievance record to the Department of Human Resource Management within five workdays. The  
 86 Director shall render a decision on whether the employee is entitled to a hearing upon the grievance  
 87 record and other probative evidence.

88 E. The hearing pursuant to § 2.2-3005 shall be held in the locality in which the employee is  
 89 employed or in any other locality agreed to by the employee, employer, and hearing officer. The  
 90 employee and the agency may be represented by legal counsel or a lay advocate, the provisions of  
 91 § 54.1-3904 notwithstanding. The employee and the agency may call witnesses to present testimony and  
 92 be cross-examined.

93 **§ 2.2-3900. Short title; declaration of policy.**

94 A. This chapter shall be known and cited as the Virginia Human Rights Act.

95 B. It is the policy of the Commonwealth to:

96 1. Safeguard all individuals within the Commonwealth from unlawful discrimination because of race,  
 97 color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital  
 98 status, *sexual orientation, gender identity, status as a veteran*, or disability; in places of public  
 99 accommodation, including educational institutions and in real estate transactions;

100 2. *Safeguard all individuals within the Commonwealth from unlawful discrimination in employment*  
 101 *because of race, color, religion, national origin, sex, pregnancy, childbirth or related medical*  
 102 *conditions, age, marital status, sexual orientation, gender identity, disability, or status as a veteran;*  
 103 ~~preserve~~

104 3. *Preserve* the public safety, health, and general welfare; ~~and further~~

105 4. *Further* the interests, rights, and privileges of individuals within the Commonwealth; and

106 ~~2.~~ 5. Protect citizens of the Commonwealth against unfounded charges of unlawful discrimination.

107 **§ 2.2-3901. Definitions.**

108 ~~Conduct that violates any Virginia or federal statute or regulation governing discrimination on the~~  
 109 ~~basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions,~~  
 110 ~~age, marital status, or disability shall be an "unlawful discriminatory practice" for the purposes of this~~  
 111 ~~chapter.~~

112 A. The terms "because of sex or gender" or "on the basis of sex or gender" or terms of similar  
 113 import when used in reference to discrimination in the Code and acts of the General Assembly include  
 114 because of or on the basis of pregnancy, childbirth, or related medical conditions. Women affected by  
 115 pregnancy, childbirth, or related medical conditions shall be treated the same for all purposes as persons  
 116 not so affected but similar in their abilities or disabilities.

117 B. *The term "gender identity," when used in reference to discrimination in the Code and acts of the*

118 *General Assembly, means the gender-related identity, appearance, or other gender-related*  
119 *characteristics of an individual, with or without regard to the individual's designated sex at birth.*

120 *C. The term "sexual orientation," when used in reference to discrimination in the Code and acts of*  
121 *the General Assembly, means a person's actual or perceived heterosexuality, bisexuality, or*  
122 *homosexuality.*

123 **§ 2.2-3902. Construction of chapter; other programs to aid persons with disabilities, minors and**  
124 **the elderly.**

125 The provisions of this chapter shall be construed liberally for the accomplishment of its policies.  
126 ~~Nothing contained in this chapter shall be deemed to repeal, supersede or expand upon any of the~~  
127 ~~provisions of any other state or federal law relating to discrimination because of race, color, religion,~~  
128 ~~national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, or disability.~~  
129

130 *Conduct that violates any Virginia or federal statute or regulation governing discrimination on the*  
131 *basis of race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,*  
132 *childbirth or related medical conditions including lactation, age, status as a veteran, or national origin*  
133 *is an unlawful discriminatory practice under this chapter.*

134 Nothing in this chapter shall prohibit or alter any program, service, facility, school, or privilege that  
135 is afforded, oriented, or restricted to a person because of disability or age from continuing to habilitate,  
136 rehabilitate, or accommodate that person.

137 In addition, nothing in this chapter shall be construed to affect any governmental program, law or  
138 activity differentiating between persons on the basis of age over the age of 18 years (i) where the  
139 differentiation is reasonably necessary to normal operation or the activity is based upon reasonable  
140 factors other than age or (ii) where the program, law or activity constitutes a legitimate exercise of  
141 powers of the Commonwealth for the general health, safety and welfare of the population at large.

142 Complaints filed with the Division of Human Rights of the Department of Law (the Division) in  
143 accordance with § 2.2-520 alleging unlawful discriminatory practice under a Virginia statute that is  
144 enforced by a Virginia agency shall be referred to that agency. The Division may investigate complaints  
145 alleging an unlawful discriminatory practice under a federal statute or regulation and attempt to resolve  
146 it through conciliation. Unsolved complaints shall thereafter be referred to the federal agency with  
147 jurisdiction over the complaint. Upon such referral, the Division shall have no further jurisdiction over  
148 the complaint. The Division shall have no jurisdiction over any complaint filed under a local ordinance  
149 adopted pursuant to § 15.2-965.

150 **§ 2.2-3904. Nondiscrimination in places of public accommodation; definitions.**

151 *A. As used in this section, unless the context requires a different meaning:*

152 *"Age" means being an individual who is at least 18 years of age.*

153 *"Place of public accommodation" means all places or businesses offering or holding out to the*  
154 *general public goods, services, privileges, facilities, advantages, or accommodations.*

155 *B. It is an unlawful discriminatory practice for any person, including the owner, lessee, proprietor,*  
156 *manager, superintendent, agent, or employee of any place of public accommodation, to refuse, withhold*  
157 *from, or deny any individual, or to attempt to refuse, withhold from, or deny any individual, directly or*  
158 *indirectly, any of the accommodations, advantages, facilities, services, or privileges made available in*  
159 *any place of public accommodation, or to segregate or discriminate against any such person in the use*  
160 *thereof, or to publish, circulate, issue, display, post or mail, either directly or indirectly, any*  
161 *communication, notice, or advertisement to the effect that any of the accommodations, advantages,*  
162 *facilities, privileges, or services of any such place shall be refused, withheld from, or denied to any*  
163 *individual on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related*  
164 *medical conditions, age, sexual orientation, gender identity, marital status, disability, or status as a*  
165 *veteran.*

166 *C. The provisions of this section shall not apply to a private club, a place of accommodation owned*  
167 *by or operated on behalf of a religious corporation, association, or society that is not in fact open to*  
168 *the public, or any other establishment that is not in fact open to the public.*

169 *D. The provisions of this section shall not prohibit (i) discrimination against individuals who are less*  
170 *than 18 years of age or (ii) the provision of special benefits, incentives, discounts, or promotions by*  
171 *public or private programs to assist persons who are 50 years of age or older.*

172 *E. The provisions of this section shall not supersede or interfere with any state law or local*  
173 *ordinance that prohibits a person under the age of 21 from entering a place of public accommodation.*

174 **§ 2.2-3905. Nondiscrimination in employment; definitions; exceptions.**

175 *A. As used in this section:*

176 *"Age" means being an individual who is at least 40 years of age.*

177 *"Employee" means an individual employed by an employer.*

178 *"Employer" means a person employing 15 or more employees for each working day in each of 20 or*

179 more calendar weeks in the current or preceding calendar year, and any agent of such a person.  
 180 However, (i) for purposes of unlawful discharge under subdivision B 1 on the basis of race, color,  
 181 religion, national origin, status as a veteran, sex, sexual orientation, gender identity, marital status,  
 182 pregnancy, childbirth or related medical conditions including lactation, "employer" means any employer  
 183 employing more than five persons and (ii) for purposes of unlawful discharge under subdivision B 1 on  
 184 the basis of age, "employer" means any employer employing more than five but fewer than 20 persons.

185 "Employment agency" means any person, or an agent of such person, regularly undertaking with or  
 186 without compensation to procure employees for an employer or to procure for employees opportunities  
 187 to work for an employer.

188 "Joint apprenticeship committee" means the same as that term is defined in § 40.1-120.

189 "Labor organization" means an organization engaged in an industry, or an agent of such  
 190 organization, that exists for the purpose, in whole or in part, of dealing with employers on behalf of  
 191 employees concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or  
 192 conditions of employment. "Labor organization" includes employee representation committees, groups, or  
 193 associations in which employees participate.

194 "Lactation" means a condition that may result in the feeding of a child directly from the breast or  
 195 the expressing of milk from the breast.

196 B. It is an unlawful employment practice for:

197 1. An employer to:

198 a. Fail or refuse to hire, discharge, or otherwise discriminate against any individual with respect to  
 199 such individual's compensation, terms, conditions, or privileges of employment because of such  
 200 individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,  
 201 childbirth or related medical conditions including lactation, age, status as a veteran, or national origin;  
 202 or

203 b. Limit, segregate, or classify employees or applicants for employment in any way that would  
 204 deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect an  
 205 individual's status as an employee, because of such individual's race, color, religion, sex, sexual  
 206 orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions including  
 207 lactation, age, status as a veteran, or national origin.

208 2. An employment agency to:

209 a. Fail or refuse to refer for employment, or otherwise discriminate against, any individual because  
 210 of such individual's race, color, religion, sex, sexual orientation, gender identity, marital status,  
 211 pregnancy, childbirth or related medical conditions, age, status as a veteran, or national origin; or

212 b. Classify or refer for employment any individual on the basis of such individual's race, color,  
 213 religion, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical  
 214 conditions, age, status as a veteran, or national origin.

215 3. A labor organization to:

216 a. Exclude or expel from its membership, or otherwise discriminate against, any individual because  
 217 of such individual's race, color, religion, sex, sexual orientation, gender identity, marital status,  
 218 pregnancy, childbirth or related medical conditions, age, status as a veteran, or national origin;

219 b. Limit, segregate, or classify its membership or applicants for membership, or classify or fail to or  
 220 refuse to refer for employment any individual, in any way that would deprive or tend to deprive such  
 221 individual of employment opportunities, or would limit such employment opportunities or otherwise  
 222 adversely affect an individual's status as an employee or as an applicant for employment, because of  
 223 such individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,  
 224 childbirth or related medical conditions, age, status as a veteran, or national origin; or

225 c. Cause or attempt to cause an employer to discriminate against an individual in violation of  
 226 subdivisions a or b.

227 4. An employer, labor organization, or joint apprenticeship committee to discriminate against any  
 228 individual in any program to provide apprenticeship or other training program on the basis of such  
 229 individual's race, color, religion, sex, sexual orientation, gender identity, pregnancy, childbirth or  
 230 related medical conditions, age, status as a veteran, or national origin.

231 5. An employer, in connection with the selection or referral of applicants or candidates for  
 232 employment or promotion, to adjust the scores of, use different cutoff scores for, or otherwise alter the  
 233 results of employment-related tests on the basis of race, color, religion, sex, sexual orientation, gender  
 234 identity, marital status, pregnancy, childbirth or related medical conditions, age, status as a veteran, or  
 235 national origin.

236 6. Except as otherwise provided in this chapter, an employer to use race, color, religion, sex, sexual  
 237 orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions, age,  
 238 status as a veteran, or national origin as a motivating factor for any employment practice, even though  
 239 other factors also motivate the practice.

240 7. (i) An employer to discriminate against any employees or applicants for employment, (ii) an  
 241 employment agency or a joint apprenticeship committee controlling an apprenticeship or other training  
 242 program to discriminate against any individual, or (iii) a labor organization to discriminate against any  
 243 member thereof or applicant for membership because such individual has opposed any practice made an  
 244 unlawful employment practice by this chapter or because such individual has made a charge, testified,  
 245 assisted, or participated in any manner in an investigation, proceeding, or hearing under this chapter.

246 8. An employer, labor organization, employment agency, or joint apprenticeship committee  
 247 controlling an apprenticeship or other training program to print or publish, or cause to be printed or  
 248 published, any notice or advertisement relating to (i) employment by such an employer, (ii) membership  
 249 in or any classification or referral for employment by such a labor organization, (iii) any classification  
 250 or referral for employment by such an employment agency, or (iv) admission to, or employment in, any  
 251 program established to provide apprenticeship or other training by such a joint apprenticeship  
 252 committee that indicates any preference, limitation, specification, or discrimination based on race, color,  
 253 religion, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical  
 254 conditions, age, status as a veteran, or national origin, except that such a notice or advertisement may  
 255 indicate a preference, limitation, specification, or discrimination based on religion, sex, age, or national  
 256 origin when religion, sex, age, or national origin is a bona fide occupational qualification for  
 257 employment.

258 C. Notwithstanding any other provision of this chapter, it is not an unlawful employment practice:

259 1. For (i) an employer to hire and employ employees; (ii) an employment agency to classify, or refer  
 260 for employment, any individual; (iii) a labor organization to classify its membership or to classify or  
 261 refer for employment any individual; or (iv) an employer, labor organization, or joint apprenticeship  
 262 committee to admit or employ any individual in any apprenticeship or other training program on the  
 263 basis of such individual's religion, sex, or age in those certain instances where religion, sex, or age is a  
 264 bona fide occupational qualification reasonably necessary to the normal operation of that particular  
 265 employer, employment agency, labor organization, or joint apprenticeship committee;

266 2. For an elementary or secondary school or institution of higher education to hire and employ  
 267 employees of a particular religion if such elementary or secondary school or institution of higher  
 268 education is, in whole or in substantial part, owned, supported, controlled, or managed by a particular  
 269 religion or by a particular religious corporation, association, or society or if the curriculum of such  
 270 elementary or secondary school or institution of higher education is directed toward the propagation of  
 271 a particular religion;

272 3. For an employer to apply different standards of compensation, or different terms, conditions, or  
 273 privileges of employment, pursuant to a bona fide seniority or merit system, or a system that measures  
 274 earnings by quantity or quality of production, or to employees who work in different locations, provided  
 275 that such differences are not the result of an intention to discriminate because of race, color, religion,  
 276 sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical  
 277 conditions, age, status as a veteran, or national origin;

278 4. For an employer to give and to act upon the results of any professionally developed ability test,  
 279 provided that such test, its administration, or an action upon the results is not designed, intended, or  
 280 used to discriminate because of race, color, religion, sex, sexual orientation, gender identity, marital  
 281 status, pregnancy, childbirth or related medical conditions, age, status as a veteran, or national origin;

282 5. For an employer to provide reasonable accommodations related to pregnancy, childbirth or  
 283 related medical conditions, and lactation, when such accommodations are requested by the employee; or

284 6. For an employer to condition employment or premises access based upon citizenship where the  
 285 employer is subject to any requirement imposed in the interest of the national security of the United  
 286 States under any security program in effect pursuant to or administered under any statute or regulation  
 287 of the federal government or any executive order of the President of the United States.

288 D. Nothing in this chapter shall be construed to require any employer, employment agency, labor  
 289 organization, or joint apprenticeship committee to grant preferential treatment to any individual or to  
 290 any group because of such individual's or group's race, color, religion, sex, sexual orientation, gender  
 291 identity, marital status, pregnancy, childbirth or related medical conditions, age, status as a veteran, or  
 292 national origin on account of an imbalance that may exist with respect to the total number or  
 293 percentage of persons of any race, color, religion, sex, sexual orientation, gender identity, marital  
 294 status, pregnancy, childbirth or related medical conditions, age, status as a veteran, or national origin  
 295 employed by any employer, referred or classified for employment by any employment agency or labor  
 296 organization, admitted to membership or classified by any labor organization, or admitted to or  
 297 employed in any apprenticeship or other training program, in comparison with the total number or  
 298 percentage of persons of such race, color, religion, sex, sexual orientation, gender identity, marital  
 299 status, pregnancy, childbirth or related medical conditions, age, status as a veteran, or national origin  
 300 in any community.

301 *E. The provisions of this section shall not apply to the employment of individuals of a particular*  
 302 *religion by a religious corporation, association, educational institution, or society to perform work*  
 303 *associated with its activities.*

304 **§ 2.2-3906. Civil action by Attorney General.**

305 *A. Whenever the Attorney General has reasonable cause to believe that any person or group of*  
 306 *persons is engaged in a pattern or practice of resistance to the full enjoyment of any of the rights*  
 307 *granted by this chapter, or that any person or group of persons has been denied any of the rights*  
 308 *granted by this chapter and such denial raises an issue of general public importance, the Attorney*  
 309 *General may commence a civil action in the appropriate circuit court for appropriate relief.*

310 *B. In such civil action, the court may:*

311 *1. Award such preventive relief, including a permanent or temporary injunction, restraining order, or*  
 312 *other order against the person responsible for a violation of this chapter, as is necessary to assure the*  
 313 *full enjoyment of the rights granted by this chapter.*

314 *2. Assess a civil penalty against the respondent (i) in an amount not exceeding \$50,000 for a first*  
 315 *violation and (ii) in an amount not exceeding \$100,000 for any subsequent violation. Such civil penalties*  
 316 *are payable to the Literary Fund.*

317 *3. Award a prevailing plaintiff reasonable attorney fees and costs.*

318 *C. The court or jury may award such other relief to the aggrieved person as the court deems*  
 319 *appropriate, including compensatory damages and punitive damages.*

320 *D. Upon timely application, any person may intervene in a civil action commenced by the Attorney*  
 321 *General under subsection A that involves an alleged discriminatory practice pursuant to this chapter*  
 322 *with respect to which such person is an aggrieved person. The court may grant such appropriate relief*  
 323 *to any such intervening party as is authorized to be granted to a plaintiff in a civil action under*  
 324 *§ 2.2-3908.*

325 **§ 2.2-3907. Procedures for a charge of unlawful discrimination; notice; investigation; report;**  
 326 **conciliation; notice of the right to file a civil action; temporary relief.**

327 *A. Any person claiming to be aggrieved by an unlawful discriminatory practice may file a complaint*  
 328 *in writing under oath or affirmation with the Division of Human Rights of the Department of Law (the*  
 329 *Division). The Division itself or the Attorney General may in a like manner file such a complaint. The*  
 330 *complaint shall be in such detail as to substantially apprise any party properly concerned as to the*  
 331 *time, place, and facts surrounding the alleged unlawful discrimination.*

332 *B. Upon perfection of a complaint filed pursuant to subsection A, the Division shall timely serve a*  
 333 *charge on the respondent and provide all parties with a notice informing the parties of the*  
 334 *complainant's rights, including the right to commence a civil action, and the dates within which the*  
 335 *complainant may exercise such rights. In the notice, the Division shall notify the complainant that the*  
 336 *charge of unlawful discrimination will be dismissed with prejudice and with no right to further proceed*  
 337 *if a written complaint is not timely filed with the appropriate general district or circuit court.*

338 *C. The complainant and respondent may agree to voluntarily submit the charge to mediation without*  
 339 *waiving any rights that are otherwise available to either party pursuant to this chapter and without*  
 340 *incurring any obligation to accept the result of the mediation process. Nothing occurring in mediation*  
 341 *shall be disclosed by the Division or admissible in evidence in any subsequent proceeding unless the*  
 342 *complainant and the respondent agree in writing that such disclosure be made.*

343 *D. Once a charge has been issued, the Division shall conduct an investigation sufficient to determine*  
 344 *whether there is reasonable cause to believe the alleged discrimination occurred. Such charge shall be*  
 345 *the subject of a report made by the Division. The report shall be a confidential document subject to*  
 346 *review by the Attorney General, authorized Division employees, and the parties. The review shall state*  
 347 *whether there is reasonable cause to believe the alleged unlawful discrimination has been committed.*

348 *E. If the report on a charge of discrimination concludes that there is no reasonable cause to believe*  
 349 *the alleged unlawful discrimination has been committed, the charge shall be dismissed and the*  
 350 *complainant shall be given notice of his right to commence a civil action.*

351 *F. If the report on a charge of discrimination concludes that there is reasonable cause to believe the*  
 352 *alleged unlawful discrimination has been committed, the complainant and respondent shall be notified of*  
 353 *such determination and the Division shall immediately endeavor to eliminate any alleged unlawful*  
 354 *discriminatory practice by informal methods such as conference, conciliation, and persuasion. When the*  
 355 *Division determines that further endeavor to settle a complaint by conference, conciliation, and*  
 356 *persuasion is unworkable and should be bypassed, the Division shall issue a notice that the case has*  
 357 *been closed and the complainant shall be given notice of his right to commence a civil action.*

358 *G. At any time after a notice of charge of discrimination is issued, the Division or complainant may*  
 359 *petition the appropriate court for temporary relief, pending final determination of the proceedings under*  
 360 *this section, including an order or judgment restraining the respondent from doing or causing any act*  
 361 *that would render ineffectual an order that a court may enter with respect to the complainant. Whether*

362 *it is brought by the Division or by the complainant, the petition shall contain a certification by the*  
 363 *Division that the particular matter presents exceptional circumstances in which irreparable injury will*  
 364 *result from unlawful discrimination in the absence of temporary relief.*

365 *H. Upon receipt of a written request from the complainant, the Division shall promptly issue a notice*  
 366 *of the right to file a civil action to the complainant after (i) 180 days have passed from the date the*  
 367 *complaint was filed or (ii) the Division determines that it will be unable to complete its investigation*  
 368 *within 180 days from the date the complaint was filed.*

369 **§ 2.2-3908. Civil actions by private parties.**

370 *A. An aggrieved person who has been provided a notice of his right to file a civil action pursuant to*  
 371 *§ 2.2-3907 may commence a timely civil action in an appropriate general district or circuit court having*  
 372 *jurisdiction over the person who allegedly unlawfully discriminated against such person in violation of*  
 373 *this chapter.*

374 *B. If the court or jury finds that unlawful discrimination has occurred, the court or jury may award*  
 375 *to the plaintiff, as the prevailing party, compensatory and punitive damages and the court may award*  
 376 *reasonable attorney fees and costs and may grant as relief any permanent or temporary injunction,*  
 377 *temporary restraining order, or other order, including an order enjoining the defendant from engaging*  
 378 *in such practice, or order such affirmative action as may be appropriate.*

379 *C. Upon timely application, the Attorney General may intervene in such civil action if the Attorney*  
 380 *General certifies that the case is of general public importance. Upon intervention, the Attorney General*  
 381 *may obtain such relief as would be available to a private party under subsection B.*

382 **§ 6.2-501. Prohibited discrimination.**

383 *A. As used in this section, "age" means being an individual who is at least 18 years of age.*

384 *B. It shall be unlawful for any creditor to discriminate against any applicant, with respect to any*  
 385 *aspect of a credit transaction:*

386 *1. On the basis of race, color, religion, national origin, sex ~~or~~, marital status, sexual orientation,*  
 387 *gender identity, pregnancy, childbirth or related medical conditions, ~~or~~ age, disability, or status as a*  
 388 *veteran provided that the applicant has the capacity to contract; or*

389 *2. Because all or part of the applicant's income derives from any public assistance or social services*  
 390 *program.*

391 ~~B.~~ *C. It shall not constitute discrimination for purposes of this chapter for a creditor:*

392 *1. To make an inquiry of marital status if such inquiry is for the purpose of ascertaining the*  
 393 *creditor's rights and remedies applicable to the particular extension of credit and not to discriminate in a*  
 394 *determination of creditworthiness;*

395 *2. To make an inquiry of the applicant's age or of whether the applicant's income derives from any*  
 396 *public assistance or social services program if such inquiry is for the purpose of determining the amount*  
 397 *and probable continuance of income levels, credit history, or other pertinent element of creditworthiness*  
 398 *as provided in regulations of the Commission;*

399 *3. To use any empirically derived credit system which considers age if such system is demonstrably*  
 400 *and statistically sound in accordance with regulations of the Commission, except that in the operation of*  
 401 *such system the age of an elderly applicant may not be assigned a negative factor or value; or*

402 *4. To make an inquiry or to consider the age of an elderly applicant when the age of such applicant*  
 403 *is to be used by the creditor in the extension of credit in favor of such applicant.*

404 ~~C.~~ *D. It is not a violation of this section for a creditor to refuse to extend credit offered pursuant to:*

405 *1. Any credit assistance program expressly authorized by law for an economically disadvantaged*  
 406 *class of persons;*

407 *2. Any credit assistance program administered by a nonprofit organization for its members or an*  
 408 *economically disadvantaged class of persons; or*

409 *3. Any special purpose credit program offered by a profit-making organization to meet special social*  
 410 *needs which meets standards prescribed in regulations by the Commission, if such refusal is required by*  
 411 *or made pursuant to such program.*

412 **§ 15.2-853. Commission on human rights; human rights ordinance.**

413 *A county may enact an ordinance prohibiting discrimination in housing, real estate transactions,*  
 414 *employment, public accommodations, credit, and education on the basis of race, color, religion, sex,*  
 415 *pregnancy, childbirth or related medical conditions, national origin, status as a veteran, age, marital*  
 416 *status, sexual orientation, gender identity, or disability. The board may enact an ordinance establishing a*  
 417 *local commission on human rights which that shall have the following powers and duties:*

418 *1. To promote policies to ensure that all persons be afforded equal opportunity;*

419 *2. To serve as an agency for receiving, investigating, holding hearings, processing, and assisting in*  
 420 *the voluntary resolution of complaints regarding discriminatory practices occurring within the county;*  
 421 *and*

422 *3. With the approval of the county attorney, to seek, through appropriate enforcement authorities,*

423 prevention of or relief from a violation of any ordinance prohibiting discrimination; and to  
 424 4. To exercise such other powers and duties as provided in this article. However, the commission  
 425 shall have no power itself to issue subpoenas, award damages, or grant injunctive relief.

426 For the purposes of this article, "person" means one or more individuals, labor unions, partnerships,  
 427 corporations, associations, legal representatives, mutual companies, joint-stock companies, trusts, or  
 428 unincorporated organizations.

429 **§ 15.2-854. Investigations.**

430 Whenever the commission on human rights has a reasonable cause to believe that any person has  
 431 engaged in, or is engaging in, any violation of a county ordinance ~~which~~ that prohibits discrimination  
 432 due to race, color, religion, sex, pregnancy, childbirth or related medical conditions, national origin,  
 433 *status as a veteran*, age, marital status, *sexual orientation*, *gender identity*, or disability, and, after  
 434 making a good faith effort to obtain the data, information, and attendance of witnesses necessary to  
 435 determine whether such violation has occurred, is unable to obtain such data, information, or attendance,  
 436 it may request the county attorney to petition the judge of the general district court for its jurisdiction  
 437 for a subpoena against any such person refusing to produce such data and information or refusing to  
 438 appear as a witness, and the judge of such court may, upon good cause shown, cause the subpoena to be  
 439 issued. Any witness subpoena issued under this section shall include a statement that any statements  
 440 made will be under oath and that the respondent or other witness is entitled to be represented by an  
 441 attorney. Any person failing to comply with a subpoena issued under this section shall be subject to  
 442 punishment for contempt by the court issuing the subpoena. Any person so subpoenaed may apply to the  
 443 judge who issued a subpoena to quash it.

444 **§ 15.2-965. Human rights ordinances and commissions.**

445 A. Any locality may enact an ordinance, not inconsistent with nor more stringent than any applicable  
 446 state law, prohibiting discrimination in housing, employment, public accommodations, credit, and  
 447 education on the basis of race, color, religion, sex, pregnancy, childbirth or related medical conditions,  
 448 national origin, *status as a veteran*, age, marital status, *sexual orientation*, *gender identity*, or disability.

449 B. The locality may enact an ordinance establishing a local commission on human rights ~~which~~ that  
 450 shall have the powers and duties granted by the Virginia Human Rights Act (§ 2.2-3900 et seq.).

451 **§ 15.2-1500.1. Employment discrimination prohibited.**

452 A. As used in this section, "age" means being an individual who is at least 40 years of age.

453 B. No department, office, board, commission, agency, or instrumentality of local government shall  
 454 discriminate in employment on the basis of race, color, religion, national origin, sex, pregnancy,  
 455 childbirth or related medical conditions, age, marital status, disability, *sexual orientation*, *gender*  
 456 *identity*, or *status as a veteran*.

457 C. The provisions of this section shall not prohibit (i) discrimination in employment on the basis of  
 458 sex or age in those instances when sex or age is a *bona fide occupational qualification for employment*  
 459 or (ii) providing preference in employment to veterans.

460 **§ 15.2-1507. Provision of grievance procedure; training programs.**

461 A. If a local governing body fails to adopt a grievance procedure required by § 15.2-1506 or fails to  
 462 certify it as provided in this section, the local governing body shall be deemed to have adopted a  
 463 grievance procedure which is consistent with the provisions of Chapter 30 (§ 2.2-3000 et seq.) of Title  
 464 2.2 and any regulations adopted pursuant thereto for so long as the locality remains in noncompliance.  
 465 The locality shall provide its employees with copies of the applicable grievance procedure upon request.  
 466 The term "grievance" as used herein shall not be interpreted to mean negotiations of wages, salaries, or  
 467 fringe benefits.

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

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

475 1. Definition of grievance. A grievance shall be a complaint or dispute by an employee relating to  
 476 his employment, including ~~but not necessarily limited to~~ (i) disciplinary actions, including dismissals,  
 477 disciplinary demotions, and suspensions, provided that dismissals shall be grievable whenever resulting  
 478 from formal discipline or unsatisfactory job performance; (ii) the application of personnel policies,  
 479 procedures, rules, and regulations, including the application of policies involving matters referred to in  
 480 *clause (iii) of subdivision 2 (iii) below*; (iii) discrimination on the basis of race, color, creed, religion,  
 481 political affiliation, age, disability, national origin ~~or~~, sex, *marital status*, *pregnancy*, *childbirth or*  
 482 *related medical conditions*, *sexual orientation*, *gender identity*, or *status as a veteran*; and (iv) acts of  
 483 retaliation as the result of the use of or participation in the grievance procedure or because the employee



484 has complied with any law of the United States or of the Commonwealth, has reported any violation of  
 485 such law to a governmental authority, has sought any change in law before the Congress of the United  
 486 States or the General Assembly, or has reported an incidence of fraud, abuse, or gross mismanagement.  
 487 For the purposes of clause (iv), there shall be a rebuttable presumption that increasing the penalty that is  
 488 the subject of the grievance at any level of the grievance shall be an act of retaliation.

489 2. Local government responsibilities. Local governments shall retain the exclusive right to manage  
 490 the affairs and operations of government. Accordingly, the following complaints are nongrievable: (i)  
 491 establishment and revision of wages or salaries, position classification, or general benefits; (ii) work  
 492 activity accepted by the employee as a condition of employment or work activity ~~which~~ *that* may  
 493 reasonably be expected to be a part of the job content; (iii) the contents of ordinances, statutes, or  
 494 established personnel policies, procedures, rules, and regulations; (iv) failure to promote except where  
 495 the employee can show that established promotional policies or procedures were not followed or applied  
 496 fairly; (v) the methods, means, and personnel by which work activities are to be carried on; (vi) except  
 497 where such action affects an employee who has been reinstated within the previous six months as the  
 498 result of the final determination of a grievance, termination, layoff, demotion, or suspension from duties  
 499 because of lack of work, reduction in work force, or job abolition; (vii) the hiring, promotion, transfer,  
 500 assignment, and retention of employees within the local government; and (viii) the relief of employees  
 501 from duties of the local government in emergencies. In any grievance brought under the exception to  
 502 clause (vi) of this subdivision, the action shall be upheld upon a showing by the local government that:  
 503 (i) (a) there was a valid business reason for the action and (ii) (b) the employee was notified of the  
 504 reason in writing prior to the effective date of the action.

505 3. Coverage of personnel.

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

- 508 (1) Appointees of elected groups or individuals;
- 509 (2) Officials and employees who by charter or other law serve at the will or pleasure of an  
 510 appointing authority;
- 511 (3) Deputies and executive assistants to the chief administrative officer of a locality;
- 512 (4) Agency heads or chief executive officers of government operations;
- 513 (5) Employees whose terms of employment are limited by law;
- 514 (6) Temporary, limited term and seasonal employees;
- 515 (7) Law-enforcement officers as defined in Chapter 5 (§ 9.1-500 et seq.) of Title 9.1 whose grievance  
 516 is subject to the provisions of Chapter 5 (§ 9.1-500 et seq.) of Title 9.1 and who have elected to proceed  
 517 pursuant to those provisions in the resolution of their grievance, or any other employee electing to  
 518 proceed pursuant to any other existing procedure in the resolution of his grievance.

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

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

525 4. Grievance procedure availability and coverage for employees of community services boards,  
 526 redevelopment and housing authorities, and regional housing authorities. Employees of community  
 527 services boards, redevelopment and housing authorities created pursuant to § 36-4, and regional housing  
 528 authorities created pursuant to § 36-40 shall be included in (i) a local governing body's grievance  
 529 procedure or personnel system, if agreed to by the department, board, or authority and the locality or (ii)  
 530 a grievance procedure established and administered by the department, board or authority which is  
 531 consistent with the provisions of Chapter 30 (§ 2.2-3000 et seq.) of Title 2.2 and any regulations  
 532 promulgated pursuant thereto. If a department, board or authority fails to establish a grievance procedure  
 533 pursuant to clause (i) or (ii), it shall be deemed to have adopted a grievance procedure which is  
 534 consistent with the provisions of Chapter 30 (§ 2.2-3000 et seq.) of Title 2.2 and any regulations  
 535 adopted pursuant thereto for so long as it remains in noncompliance.

536 5. General requirements for procedures.

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

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

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

545 6. Time periods.

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

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

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

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

553 7. Compliance.

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

560 b. The chief administrative officer, or his designee, at his option, may require a clear written  
561 explanation of the basis for just cause extensions or exceptions. The chief administrative officer, or his  
562 designee, shall determine compliance issues. Compliance determinations made by the chief  
563 administrative officer shall be subject to judicial review by filing petition with the circuit court within  
564 30 days of the compliance determination.

565 8. Management steps.

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

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

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

577 9. Qualification for panel or administrative hearing.

578 a. Decisions regarding grievability and access to the procedure shall be made by the chief  
579 administrative officer of the local government, or his designee, at any time prior to the panel hearing, at  
580 the request of the local government or grievant, within 10 calendar days of the request. No city, town,  
581 or county attorney, or attorney for the Commonwealth, shall be authorized to decide the question of  
582 grievability. A copy of the ruling shall be sent to the grievant. Decisions of the chief administrative  
583 officer of the local government, or his designee, may be appealed to the circuit court having jurisdiction  
584 in the locality in which the grievant is employed for a hearing on the issue of whether the grievance  
585 qualifies for a panel hearing. Proceedings for review of the decision of the chief administrative officer or  
586 his designee shall be instituted by the grievant by filing a notice of appeal with the chief administrative  
587 officer within 10 calendar days from the date of receipt of the decision and giving a copy thereof to all  
588 other parties. Within 10 calendar days thereafter, the chief administrative officer or his designee shall  
589 transmit to the clerk of the court to which the appeal is taken: a copy of the decision of the chief  
590 administrative officer, a copy of the notice of appeal, and the exhibits. A list of the evidence furnished  
591 to the court shall also be furnished to the grievant. The failure of the chief administrative officer or his  
592 designee to transmit the record shall not prejudice the rights of the grievant. The court, on motion of the  
593 grievant, may issue a writ of certiorari requiring the chief administrative officer to transmit the record on  
594 or before a certain date.

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

602 10. Final hearings.

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

605 (1) If the grievance procedure adopted by the local governing body provides that the final step shall

606 be an impartial panel hearing, the panel may, with the exception of those local governments covered by  
 607 subdivision a (2) of this subsection, consist of one member appointed by the grievant, one member  
 608 appointed by the agency head and a third member selected by the first two. In the event that agreement  
 609 cannot be reached as to the final panel member, the chief judge of the circuit court of the jurisdiction  
 610 wherein the dispute arose shall select the third panel member. The panel shall not be composed of any  
 611 persons having direct involvement with the grievance being heard by the panel, or with the complaint or  
 612 dispute giving rise to the grievance. Managers who are in a direct line of supervision of a grievant,  
 613 persons residing in the same household as the grievant and the following relatives of a participant in the  
 614 grievance process or a participant's spouse are prohibited from serving as panel members: spouse, parent,  
 615 child, descendants of a child, sibling, niece, nephew and first cousin. No attorney having direct  
 616 involvement with the subject matter of the grievance, nor a partner, associate, employee or co-employee  
 617 of the attorney shall serve as a panel member.

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

625 (3) When a local government elects to use an administrative hearing officer rather than a  
 626 three-person panel for the final step in the grievance procedure, the administrative hearing officer shall  
 627 be appointed by the Executive Secretary of the Supreme Court of Virginia. The appointment shall be  
 628 made from the list of administrative hearing officers maintained by the Executive Secretary pursuant to  
 629 § 2.2-4024 and shall be made from the appropriate geographical region on a rotating basis. In the  
 630 alternative, the local government may request the appointment of an administrative hearing officer from  
 631 the Department of Human Resource Management. If a local government elects to use an administrative  
 632 hearing officer, it shall bear the expense of such officer's services.

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

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

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

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

647 b. Rules for panel and administrative hearings.

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

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

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

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

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

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

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

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

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

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

675 11. Implementation of final hearing decisions.

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

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

683 **§ 15.2-1604. Appointment of deputies and employment of employees; discriminatory practices**  
684 **by certain officers; civil penalty.**

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

686 1. To fail or refuse to appoint or hire or to discharge any individual, or otherwise to discriminate  
687 against any individual with respect to his compensation, terms, conditions or privileges of appointment  
688 or employment, because of such individual's race, color, religion, sex ~~or~~, *age, marital status, pregnancy,*  
689 *childbirth or related medical conditions, sexual orientation, gender identity, national origin, or status as*  
690 *a veteran; or*

691 2. To limit, segregate, or classify his appointees, employees or applicants for appointment or  
692 employment in any way which would deprive or tend to deprive any individual of employment  
693 opportunities or otherwise adversely affect his status as an employee, because of the individual's race,  
694 color, religion, sex ~~or~~, *age, marital status, pregnancy, childbirth or related medical conditions, sexual*  
695 *orientation, gender identity, national origin, or status as a veteran.*

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

701 C. With regard to notices and advertisements:

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

711 2. No constitutional officer shall print or publish or cause to be printed or published any notice or  
712 advertisement relating to employment by such constitutional officer indicating any preference, limitation,  
713 specification, or discrimination, based on sex or national origin, except that such notice or advertisement  
714 may indicate a preference, limitation, specification, or discrimination based on sex ~~or national origin~~ *or*  
715 *age* when sex ~~or national origin~~ *or age* is a bona fide occupational qualification for employment.

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

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

721 **§ 22.1-295.2. Employment discrimination prohibited.**

722 A. For the purposes of this section, "age" means being an individual who is at least 40 years of age.

723 B. No school board or any agent or employee thereof shall discriminate in employment on the basis  
724 of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age,  
725 marital status, disability, sexual orientation, gender identity, or status as a veteran.

726 C. The provisions of this section shall not prohibit (i) discrimination in employment on the basis of  
727 sex or age in those instances when sex or age is a bona fide occupational qualification for employment

728 or (ii) providing preference in employment to veterans.

729 **§ 22.1-306. Definitions.**

730 As used in this article:

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

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

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

736 "Grievance" means a complaint or dispute by a teacher relating to his employment, including ~~but not~~  
737 ~~necessarily limited to:~~ (i) disciplinary action including dismissal; (ii) the application or interpretation of:  
738 (a) personnel policies, (b) procedures, (c) rules and regulations, (d) ordinances, and (e) statutes; (iii) acts  
739 of reprisal against a teacher for filing or processing a grievance, participating as a witness in any step,  
740 meeting or hearing relating to a grievance, or serving as a member of a fact-finding panel; and (iv)  
741 complaints of discrimination on the basis of race, color, creed, *religion*, political affiliation, ~~handicap~~  
742 *disability*, age, national origin, ~~or~~ sex, *pregnancy*, *childbirth or related medical conditions*, *marital*  
743 *status*, *sexual orientation*, *gender identity*, or *status as a veteran*. Each school board shall have the  
744 exclusive right to manage the affairs and operations of the school division. Accordingly, the term  
745 "grievance" shall not include a complaint or dispute by a teacher relating to (1) establishment and  
746 revision of wages or salaries, position classifications, or general benefits;; (2) suspension of a teacher or  
747 nonrenewal of the contract of a teacher who has not achieved continuing contract status;; (3) the  
748 establishment or contents of ordinances, statutes, or personnel policies, procedures, rules, and  
749 regulations;; (4) failure to promote;; (5) discharge, layoff, or suspension from duties because of decrease  
750 in enrollment, decrease in enrollment or abolition of a particular subject, or insufficient funding;; (6)  
751 hiring, transfer, assignment, and retention of teachers within the school division;; (7) suspension from  
752 duties in emergencies;; (8) the methods, means, and personnel by which the school division's operations  
753 are to be carried on;; or (9) coaching or extracurricular activity sponsorship.

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

756 **§ 36-96.1. Declaration of policy.**

757 A. This chapter shall be known and referred to as the Virginia Fair Housing Law.

758 B. It is the policy of the Commonwealth of Virginia to provide for fair housing throughout the  
759 Commonwealth, to all its citizens, regardless of race, color, religion, national origin, sex, elderliness,  
760 familial status, *sexual orientation*, *gender identity*, *status as a veteran*, or ~~handicap~~ *disability*, and to that  
761 end to prohibit discriminatory practices with respect to residential housing by any person or group of  
762 persons, in order that the peace, health, safety, prosperity, and general welfare of all the inhabitants of  
763 the Commonwealth may be protected and insured. This law shall be deemed an exercise of the police  
764 power of the Commonwealth of Virginia for the protection of the people of the Commonwealth.

765 **§ 36-96.1:1. Definitions.**

766 For the purposes of this chapter, unless the context clearly indicates otherwise:

767 "Aggrieved person" means any person who (i) claims to have been injured by a discriminatory  
768 housing practice or (ii) believes that such person will be injured by a discriminatory housing practice  
769 that is about to occur.

770 "Assistance animal" means an animal that works, provides assistance, or performs tasks for the  
771 benefit of a person with a disability, or provides emotional support that alleviates one or more identified  
772 symptoms or effects of a person's disability. Assistance animals perform many disability-related  
773 functions, including guiding individuals who are blind or have low vision, alerting individuals who are  
774 deaf or hard of hearing to sounds, providing protection or rescue assistance, pulling a wheelchair,  
775 fetching items, alerting persons to impending seizures, or providing emotional support to persons with  
776 disabilities who have a disability-related need for such support. An assistance animal is not required to  
777 be individually trained or certified. While dogs are the most common type of assistance animal, other  
778 animals can also be assistance animals. An assistance animal is not a pet.

779 "Complainant" means a person, including the Fair Housing Board, who files a complaint under  
780 § 36-96.9.

781 "Conciliation" means the attempted resolution of issues raised by a complainant, or by the  
782 investigation of such complaint, through informal negotiations involving the aggrieved person, the  
783 respondent, their respective authorized representatives and the Fair Housing Board.

784 "Conciliation agreement" means a written agreement setting forth the resolution of the issues in  
785 conciliation.

786 "*Disability*" means, with respect to a person, (i) a physical or mental impairment that substantially  
787 limits one or more of such person's major life activities; (ii) a record of having such an impairment; or  
788 (iii) being regarded as having such an impairment. The term does not include current, illegal use of or

879 *addiction to a controlled substance as defined in Virginia or federal law. For the purposes of this*  
 890 *chapter, the terms "disability" and "handicap" shall be interchangeable.*

891 "Discriminatory housing practices" means an act that is unlawful under § 36-96.3, 36-96.4, 36-96.5,  
 892 or 36-96.6.

893 "Dwelling" means any building, structure, or portion thereof, that is occupied as, or designated or  
 894 intended for occupancy as, a residence by one or more families, and any vacant land that is offered for  
 895 sale or lease for the construction or location thereon of any such building, structure, or portion thereof.

896 "Elderliness" means an individual who has attained his fifty-fifth birthday.

897 "Familial status" means one or more individuals who have not attained the age of 18 years being  
 898 domiciled with (i) a parent or other person having legal custody of such individual or individuals or (ii)  
 899 the designee of such parent or other person having custody with the written permission of such parent or  
 900 other person. The term "familial status" also includes any person who is pregnant or is in the process of  
 901 securing legal custody of any individual who has not attained the age of 18 years. For purposes of this  
 902 section, "in the process of securing legal custody" means having filed an appropriate petition to obtain  
 903 legal custody of such minor in a court of competent jurisdiction.

904 "Family" includes a single individual, whether male or female.

905 "Handicap" means, with respect to a person, (i) a physical or mental impairment that substantially  
 906 limits one or more of such person's major life activities; (ii) a record of having such an impairment; or  
 907 (iii) being regarded as having such an impairment. The term does not include current, illegal use of or  
 908 addiction to a controlled substance as defined in Virginia or federal law. For the purposes of this  
 909 chapter, the terms "handicap" and "disability" shall be interchangeable.

910 "Lending institution" includes any bank, savings institution, credit union, insurance company or  
 911 mortgage lender.

912 "Major life activities" ~~means, but shall not be limited to,~~ *includes* any the following functions: caring  
 913 for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and  
 914 working.

915 "Person" means one or more individuals, whether male or female, corporations, partnerships,  
 916 associations, labor organizations, fair housing organizations, civil rights organizations, organizations,  
 917 governmental entities, legal representatives, mutual companies, joint stock companies, trusts,  
 918 unincorporated organizations, trustees, trustees in bankruptcy, receivers and fiduciaries.

919 "Physical or mental impairment" ~~means, but shall not be limited to,~~ *includes* any of the following: (i)  
 920 any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or  
 921 more of the following body systems: neurological; musculoskeletal; special sense organs; respiratory,  
 922 including speech organs; cardiovascular; reproductive; digestive; genito-urinary; hemic and lymphatic;  
 923 skin; or endocrine or (ii) any mental or psychological disorder, such as an intellectual or developmental  
 924 disability, organic brain syndrome, emotional or mental illness, or specific learning disability. "Physical  
 925 or mental impairment" includes such diseases and conditions as orthopedic, visual, speech, and hearing  
 926 impairments; cerebral palsy; autism; epilepsy; muscular dystrophy; multiple sclerosis; cancer; heart  
 927 disease; diabetes; human immunodeficiency virus infection; intellectual and developmental disabilities;  
 928 emotional illness; drug addiction other than addiction caused by current, illegal use of a controlled  
 929 substance; and alcoholism.

930 "Respondent" means any person or other entity alleged to have violated the provisions of this  
 931 chapter, as stated in a complaint filed under the provisions of this chapter and any other person joined  
 932 pursuant to the provisions of § 36-96.9.

933 "Restrictive covenant" means any specification in any instrument affecting title to real property that  
 934 purports to limit the use, occupancy, transfer, rental, or lease of any dwelling because of race, color,  
 935 religion, national origin, sex, elderliness, familial status, *sexual orientation, gender identity, status as a*  
 936 *veteran, or handicap disability.*

937 "To rent" means to lease, to sublease, to let, or otherwise to grant for consideration the right to  
 938 occupy premises not owned by the occupant.

939 **§ 36-96.2. Exemptions.**

940 A. Except as provided in subdivision A 3 of § 36-96.3 and subsections A, B, and C of § 36-96.6,  
 941 this chapter shall not apply to any single-family house sold or rented by an owner, provided that such  
 942 private individual does not own more than three single-family houses at any one time. In the case of the  
 943 sale of any single-family house by a private individual-owner not residing in the house at the time of  
 944 the sale or who was not the most recent resident of the house prior to sale, the exemption granted shall  
 945 apply only with respect to one such sale within any 24-month period; provided that such bona fide  
 946 private individual owner does not own any interest in, nor is there owned or reserved on his behalf,  
 947 under any express or voluntary agreement, title to or any right to all or a portion of the proceeds from  
 948 the sale or rental of, more than three such single-family houses at any one time. The sale or rental of  
 949 any such single-family house shall be exempt from the application of this chapter only if the house is

850 sold or rented (i) without the use in any manner of the sales or rental facilities or the sales or rental  
 851 services of any real estate broker, agent, salesperson, or of the facilities or the services of any person in  
 852 the business of selling or renting dwellings, or of any employee, independent contractor, or agent of any  
 853 broker, agent, salesperson, or person and (ii) without the publication, posting, or mailing, after notice, of  
 854 any advertisement or written notice in violation of this chapter. However, nothing herein shall prohibit  
 855 the use of attorneys, escrow agents, abstractors, title companies, and other professional assistance as  
 856 necessary to perfect or transfer the title. This exemption shall not apply to or inure to the benefit of any  
 857 licensee of the Real Estate Board or regulant of the Fair Housing Board, regardless of whether the  
 858 licensee is acting in his personal or professional capacity.

859 B. Except for subdivision A 3 of § 36-96.3, this chapter shall not apply to rooms or units in  
 860 dwellings containing living quarters occupied or intended to be occupied by no more than four families  
 861 living independently of each other, if the owner actually maintains and occupies one of such living  
 862 quarters as his residence.

863 C. Nothing in this chapter shall prohibit a religious organization, association or society, or any  
 864 nonprofit institution or organization operated, supervised, or controlled by or in conjunction with a  
 865 religious organization, association or society, from limiting the sale, rental, or occupancy of dwellings  
 866 that it owns or operates for other than a commercial purpose to persons of the same religion, or from  
 867 giving preferences to such persons, unless membership in such religion is restricted on account of race,  
 868 color, national origin, sex, elderliness, familial status, *sexual orientation*, *gender identity*, *status as a*  
 869 *veteran*, or ~~handicap~~ *disability*. Nor shall anything in this chapter apply to a private membership club  
 870 not in fact open to the public, which as an incident to its primary purpose or purposes provides lodging  
 871 which it owns or operates for other than a commercial purpose, from limiting the rental or occupancy of  
 872 such lodgings to its members or from giving preference to its members. Nor, where matters of personal  
 873 privacy are involved, shall anything in this chapter be construed to prohibit any private, state-owned or  
 874 state-supported educational institution, hospital, nursing home, religious or correctional institution, from  
 875 requiring that persons of both sexes not occupy any single-family residence or room or unit of dwellings  
 876 or other buildings, or restrooms in such room or unit in dwellings or other buildings, which it owns or  
 877 operates.

878 D. Nothing in this chapter prohibits conduct against a person because such person has been convicted  
 879 by any court of competent jurisdiction of the illegal manufacture or distribution of a controlled  
 880 substance as defined in federal law.

881 E. It shall not be unlawful under this chapter for any owner to deny or limit the rental of housing to  
 882 persons who pose a clear and present threat of substantial harm to others or to the dwelling itself.

883 F. A rental application may require disclosure by the applicant of any criminal convictions and the  
 884 owner or managing agent may require as a condition of acceptance of the rental application that  
 885 applicant consent in writing to a criminal record check to verify the disclosures made by applicant in the  
 886 rental application. The owner or managing agent may collect from the applicant moneys to reimburse  
 887 the owner or managing agent for the exact amount of the out-of-pocket costs for such criminal record  
 888 checks. Nothing in this chapter shall require an owner or managing agent to rent a dwelling to an  
 889 individual who, based on a prior record of criminal convictions involving harm to persons or property,  
 890 would constitute a clear and present threat to the health or safety of other individuals.

891 G. Nothing in this chapter limits the applicability of any reasonable local, state or federal restriction  
 892 regarding the maximum number of occupants permitted to occupy a dwelling. Owners or managing  
 893 agents of dwellings may develop and implement reasonable occupancy and safety standards based on  
 894 factors such as the number and size of sleeping areas or bedrooms and overall size of a dwelling unit so  
 895 long as the standards do not violate local, state or federal restrictions. Nothing in this chapter prohibits  
 896 the rental application or similar document from requiring information concerning the number, ages, sex  
 897 and familial relationship of the applicants and the dwelling's intended occupants.

898 **§ 36-96.3. Unlawful discriminatory housing practices.**

899 A. It shall be an unlawful discriminatory housing practice for any person:

900 1. To refuse to sell or rent after the making of a bona fide offer or to refuse to negotiate for the sale  
 901 or rental of, or otherwise make unavailable or deny, a dwelling to any person because of race, color,  
 902 religion, national origin, sex, elderliness, or familial status, *sexual orientation*, *gender identity*, or *status*  
 903 *as a veteran*;

904 2. To discriminate against any person in the terms, conditions, or privileges of sale or rental of a  
 905 dwelling, or in the provision of services or facilities in the connection therewith to any person because  
 906 of race, color, religion, national origin, sex, elderliness, or familial status, *sexual orientation*, *gender*  
 907 *identity*, or *status as a veteran*;

908 3. To make, print, or publish, or cause to be made, printed, or published any notice, statement, or  
 909 advertisement, with respect to the sale or rental of a dwelling that indicates any preference, limitation, or  
 910 discrimination or an intention to make any such preference, limitation, or discrimination based on race,

911 color, religion, national origin, sex, elderliness, familial status, *sexual orientation, gender identity, status*  
 912 *as a veteran*, or ~~handicap~~ *disability*. The use of words or symbols associated with a particular religion,  
 913 national origin, sex, or race shall be prima facie evidence of an illegal preference under this chapter  
 914 which shall not be overcome by a general disclaimer. However, reference alone to places of worship  
 915 including, ~~but not limited to~~, churches, synagogues, temples, or mosques in any such notice, statement,  
 916 or advertisement shall not be prima facie evidence of an illegal preference;

917 4. To represent to any person because of race, color, religion, national origin, sex, elderliness,  
 918 familial status, *sexual orientation, gender identity, status as a veteran*, or ~~handicap~~ *disability* that any  
 919 dwelling is not available for inspection, sale, or rental when such dwelling is in fact so available;

920 5. To deny any person access to membership in or participation in any multiple listing service, real  
 921 estate brokers' organization, or other service, organization or facility relating to the business of selling or  
 922 renting dwellings, or to discriminate against such person in the terms or conditions of such access,  
 923 membership, or participation because of race, color, religion, national origin, sex, elderliness, familial  
 924 status, *sexual orientation, gender identity, status as a veteran*, or ~~handicap~~ *disability*;

925 6. To include in any transfer, sale, rental, or lease of housing, any restrictive covenant that  
 926 discriminates because of race, color, religion, national origin, sex, elderliness, familial status, *sexual*  
 927 *orientation, gender identity, status as a veteran*, or ~~handicap~~ *disability* or for any person to honor or  
 928 exercise, or attempt to honor or exercise any such discriminatory covenant pertaining to housing;

929 7. To induce or attempt to induce to sell or rent any dwelling by representations regarding the entry  
 930 or prospective entry into the neighborhood of a person or persons of a particular race, color, religion,  
 931 national origin, sex, elderliness, familial status, *sexual orientation, gender identity, status as a veteran*,  
 932 or ~~handicap~~ *disability*;

933 8. To refuse to sell or rent, or refuse to negotiate for the sale or rental of, or otherwise discriminate  
 934 or make unavailable or deny a dwelling because of a ~~handicap~~ *disability* of (i) the buyer or renter; (ii) a  
 935 person residing in or intending to reside in that dwelling after it is so sold, rented, or made available; or  
 936 or (iii) any person associated with the buyer or renter; *or*

937 9. To discriminate against any person in the terms, conditions, or privileges of sale or rental of a  
 938 dwelling, or in the provision of services or facilities in connection therewith because of a ~~handicap~~  
 939 *disability* of (i) that person; (ii) a person residing in or intending to reside in that dwelling after it was  
 940 so sold, rented, or made available; or (iii) any person associated with that buyer or renter.

941 B. For the purposes of this section, discrimination includes: (i) a refusal to permit, at the expense of  
 942 the ~~handicapped~~ *disabled* person, reasonable modifications of existing premises occupied or to be  
 943 occupied by any person if such modifications may be necessary to afford such person full enjoyment of  
 944 the premises; except that, in the case of a rental, the landlord may, where it is reasonable to do so,  
 945 condition permission for a modification on the renter's agreeing to restore the interior of the premises to  
 946 the condition that existed before the modification, reasonable wear and tear excepted; (ii) a refusal to  
 947 make reasonable accommodations in rules, practices, policies, or services when such accommodations  
 948 may be necessary to afford such person equal opportunity to use and enjoy a dwelling; or (iii) in  
 949 connection with the design and construction of covered multi-family dwellings for first occupancy after  
 950 March 13, 1991, a failure to design and construct dwellings in such a manner that:

951 1. The public use and common use areas of the dwellings are readily accessible to and usable by  
 952 ~~handicapped~~ *disabled* persons;

953 2. All the doors designed to allow passage into and within all premises are sufficiently wide to allow  
 954 passage by ~~handicapped~~ *disabled* persons in wheelchairs; and

955 3. All premises within covered multi-family dwelling units contain an accessible route into and  
 956 through the dwelling; light switches, electrical outlets, thermostats, and other environmental controls are  
 957 in accessible locations; there are reinforcements in the bathroom walls to allow later installation of grab  
 958 bars; and there are usable kitchens and bathrooms such that an individual in a wheelchair can maneuver  
 959 about the space. As used in this subdivision, the term "covered multi-family dwellings" means buildings  
 960 consisting of four or more units if such buildings have one or more elevators and ground floor units in  
 961 other buildings consisting of four or more units.

962 C. Compliance with the appropriate requirements of the American National Standards for Building  
 963 and Facilities (commonly cited as "ANSI A117.1") or with any other standards adopted as part of  
 964 regulations promulgated by HUD providing accessibility and usability for physically ~~handicapped~~  
 965 *disabled* people shall be deemed to satisfy the requirements of subdivision B 3.

966 D. Nothing in this chapter shall be construed to invalidate or limit any Virginia law or regulation  
 967 which requires dwellings to be designed and constructed in a manner that affords ~~handicapped~~ *disabled*  
 968 persons greater access than is required by this chapter.

969 **§ 36-96.4. Discrimination in residential real estate-related transactions; unlawful practices by**  
 970 **lenders, insurers, appraisers, etc.; deposit of state funds in such institutions.**

971 A. It shall be unlawful for any person or other entity, including any lending institution, whose



972 business includes engaging in residential real estate-related transactions, to discriminate against any  
 973 person in making available such a transaction, or in the terms or conditions of such a transaction, or in  
 974 the manner of providing such a transaction, because of race, color, religion, national origin, sex,  
 975 elderliness, familial status, *sexual orientation, gender identity, status as a veteran*, or ~~handicap~~ *disability*.  
 976 It shall not be unlawful, however, for any person or other entity whose business includes engaging in  
 977 residential real estate transactions to require any applicant to qualify financially for the loan or loans for  
 978 which such person is making application.

979 B. As used in this section, the term "residential real estate-related transaction" means any of the  
 980 following:

981 1. The making or purchasing of loans or providing other financial assistance (i) for purchasing,  
 982 constructing, improving, repairing, or maintaining a dwelling or (ii) secured by residential real estate; or

983 2. The selling, brokering, insuring or appraising of residential real property. However, nothing in this  
 984 chapter shall prohibit a person engaged in the business of furnishing appraisals of real property to take  
 985 into consideration factors other than race, color, religion, national origin, sex, elderliness, familial status,  
 986 *sexual orientation, gender identity, status as a veteran*, or ~~handicap~~ *disability*.

987 C. It shall be unlawful for any state, county, city, or municipal treasurer or governmental official  
 988 whose responsibility it is to account for, to invest, or manage public funds to deposit or cause to be  
 989 deposited any public funds in any lending institution provided for herein which is found to be  
 990 committing discriminatory practices, where such findings were upheld by any court of competent  
 991 jurisdiction. Upon such a court's judicial enforcement of any order to restrain a practice of such lending  
 992 institution or for said institution to cease or desist in a discriminatory practice, the appropriate fiscal  
 993 officer or treasurer of the Commonwealth or any political subdivision thereof which has funds deposited  
 994 in any lending institution which is practicing discrimination, as set forth herein, shall take immediate  
 995 steps to have the said funds withdrawn and redeposited in another lending institution. If for reasons of  
 996 sound economic management, this action will result in a financial loss to the Commonwealth or any of  
 997 its political subdivisions, the action may be deferred for a period not longer than one year. If the lending  
 998 institution in question has corrected its discriminatory practices, any prohibition set forth in this section  
 999 shall not apply.

1000 **§ 36-96.6. Certain restrictive covenants void; instruments containing such covenants.**

1001 A. Any restrictive covenant and any related reversionary interest, purporting to restrict occupancy or  
 1002 ownership of property on the basis of race, color, religion, national origin, sex, elderliness, familial  
 1003 status, *sexual orientation, gender identity, status as a veteran*, or ~~handicap~~ *disability*, whether heretofore  
 1004 or hereafter included in an instrument affecting the title to real or leasehold property, are declared to be  
 1005 void and contrary to the public policy of the Commonwealth.

1006 B. Any person who is asked to accept a document affecting title to real or leasehold property may  
 1007 decline to accept the same if it includes such a covenant or reversionary interest until the covenant or  
 1008 reversionary interest has been removed from the document. Refusal to accept delivery of an instrument  
 1009 for this reason shall not be deemed a breach of a contract to purchase, lease, mortgage, or otherwise  
 1010 deal with such property.

1011 C. No person shall solicit or accept compensation of any kind for the release or removal of any  
 1012 covenant or reversionary interest described in subsection A. Any person violating this subsection shall be  
 1013 liable to any person injured thereby in an amount equal to the greater of three times the compensation  
 1014 solicited or received, or \$500, plus reasonable ~~attorneys'~~ *attorney* fees and costs incurred.

1015 D. A family care home, foster home, or group home in which individuals with physical ~~handicaps~~  
 1016 *disabilities*, mental illness, intellectual disability, or developmental disability reside, with one or more  
 1017 resident counselors or other staff persons, shall be considered for all purposes residential occupancy by a  
 1018 single family when construing any restrictive covenant which purports to restrict occupancy or  
 1019 ownership of real or leasehold property to members of a single family or to residential use or structure.

1020 **§ 55.1-1310. Sale or lease of manufactured home by manufactured home owner.**

1021 No landlord shall unreasonably refuse or restrict the sale or rental of a manufactured home located in  
 1022 his manufactured home park by a tenant. No landlord shall prohibit the manufactured home owner from  
 1023 placing a "for sale" sign on or in the owner's home except that the size, placement, and character of all  
 1024 signs are subject to the rules and regulations of the manufactured home park. Prior to selling or leasing  
 1025 the manufactured home, the tenant shall give notice to the landlord, including the name of the  
 1026 prospective vendee or lessee if the prospective vendee or lessee intends to occupy the manufactured  
 1027 home in that manufactured home park. The landlord shall have the burden of proving that his refusal or  
 1028 restriction regarding the sale or rental of a manufactured home was reasonable. The refusal or restriction  
 1029 of the sale or rental of a manufactured home exclusively or predominantly based on the age of the home  
 1030 shall be considered unreasonable. Any refusal or restriction based on race, color, religion, national  
 1031 origin, *status as a veteran*, familial status, *marital status*, elderliness, ~~handicap~~ *disability*, or *sexual*  
 1032 *orientation, gender identity, sex, or pregnancy, childbirth or related medical conditions* shall be

1033 conclusively presumed to be unreasonable.

1034 **2. That § 2.2-3903 of the Code of Virginia is repealed.**

1035 **3. That any regulations implementing the provisions of § 2.2-3907 of the Code of Virginia, as**  
1036 **created by this act, shall, so far as practicable, conform to the practices and timelines of the Equal**  
1037 **Employment Opportunity Commission with respect to analogous federal laws and regulations, for**  
1038 **the purpose of maintaining a workshare agreement with that agency.**