



RULES OF THE BOARD OF TRUSTEES

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| 6Hx7-2.1 | Equal Access/Equal Opportunity: Non-Discrimination, Harassment or Retaliation | 2 – 1 |

- (1) Florida State College at Jacksonville is committed to the principle of equal opportunity in accordance with the provisions of the Florida Educational Equity Act and all other relevant state and federal laws, rules and regulations. Discrimination or harassment on the basis of race, ethnicity, creed, color, national origin, religion, age, sex, gender, pregnancy, disability, marital status, sexual orientation/expression, veteran status, genetic information or any other factor protected under applicable federal, state and local laws, rules and regulations against students, employees, applicants for admission and applicants for employment is prohibited. Sexual harassment, sexual assault, domestic violence, dating violence and stalking are forms of prohibited sex discrimination.
- (2) The College President is delegated the responsibility to establish guidelines and procedures, to implement the College's equal educational and employment opportunity, equity rules and principles.
- (3) The College shall develop and maintain an Equity Plan that is in compliance with this Board Rule and other applicable federal and state laws. The College President shall designate a College Equity Officer and delegate to the designee the responsibility for the development and oversight of the Equity Plan and associated goals.
- (4) Discrimination, harassment and retaliation are prohibited by this rule.
 - A. Any employee, student, student organization, business entity or person privileged to work or study in or for the Florida State College at Jacksonville community who violates this policy will be subject to disciplinary action up to and including periodic or permanent exclusion from the College or College business.
 - B. All College vendors and contractors who do business on College premises shall be subject to this policy to the extent that this policy or the contractual agreement requires the vendors and/or contractors to not discriminate against or harass members of the College community.
- (5) Collegewide responsibility for the coordination of specific actions pertaining to formally submitted issues is delegated by the College President to the Executive Director, Employee Relations and College Equity Officer as indicated below and all communications related to this rule and actions taken thereof will be maintained by the College Equity Office.

College Equity Office
Florida State College at Jacksonville
501 W. State Street
Jacksonville, FL 32202
(904) 632-3221
equityofficer@fscj.edu



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(General Authority: F.S. 1000.05, 1001.64, 1001.65, 1006.53, 1012.86, SBE Rule 6A-19.001)

(Adopted 07/01/72, Revised 07/13/78, 12/13/78, 06/23/80, 06/29/83, 06/23/87, 03/16/88, 11/16/88, 05/31/89, 03/01/95, 03/02/04, 06/01/04, 04/07/11, 04/03/12, 04/08/14, 12/02/14, 09/08/15) Formerly 4.1 (Reviewed 04/12/16, 04/14/20)