

CHAPTER 2.00 - SCHOOL BOARD GOVERNANCE AND ORGANIZATION

POLICY AGAINST DISCRIMINATION – EMPLOYEES/APPLICANTS

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- I. The School Board seeks to provide a work environment free of discrimination and harassment on the basis of race, color, religion, gender, ethnic or national origin, genetic information, age, disability, marital status, or sexual orientation. No employee/applicant must tolerate such discrimination or harassment. The following are examples of prohibited harassment:
 - A. Harassment includes

Any slurs, innuendoes or other verbal or physical conduct reflecting on an individual's race, color, religion, gender, ethnic or national origin, genetic information, age, disability, marital status, or sexual orientation which has the purpose or effect of creating an intimidating, hostile or offensive work environment; has the purpose or effect of unreasonably interfering with the individual's job performance or participation; or otherwise adversely affects an individual's job opportunities.
 - B. Sexual Harassment includes
 1. Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an employee's job opportunities; submission to or rejection of such conduct is used as a basis for employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's job performance or creating an intimidating, hostile or offensive work environment.
 2. The denial of or the provision of aid, benefits, promotions, rewards, employment, faculty assistance, services, or treatment, on the basis of sexual advances or requests for sexual favors.
- II. Any employee/applicant who experiences discrimination or any such harassment should report it immediately pursuant to the Board's procedures.
- III. Equal Opportunity Employment Policy Statement
 - A. The policies and administrative regulations of The School Board of Sarasota County, Florida, have traditionally sought to attain ideal conditions of Equal Employment Opportunity. These policies and regulations shall be amended where necessary to ensure full compliance

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with the letter and the spirit of the law, and apply to both sexes in all instructional and non-instructional positions. The policy is to select employees/applicants as needed on the basis of merit, training, and experience. There shall be no discrimination against any applicant or employee on the basis of race, color, religion, gender, ethnic or national origin, genetic information, age, disability, marital status, or sexual orientation except when it is necessary to meet a bona fide occupational requirement. The School Board of Sarasota County, Florida, shall take all necessary action to comply with State and Federal laws prohibiting discrimination in employment. We do this to reaffirm our commitment to Equal Employment Opportunity and to refine our implementation of existing policies as they apply to recruitment, hiring, training, promotion, personnel management practices, and collective bargaining agreements.

- B. The specific purpose of the Equal Opportunity Employment Policy statement is
 - 1. To ensure Equal Opportunity in all personnel policies, practices and collective bargaining agreements through the identification and elimination of any existing discriminatory policies and/or practices.
 - 2. To design and implement continuing internal assessment, reporting and modification procedures for evaluating the effectiveness of the Equal Opportunity Employment Plan.
 - 3. To develop employee/applicant training programs to assist employees/applicants in complying with the plan and in achieving new competencies.
 - 4. To establish procedures within a complaint process for prompt processing of individual or group charges.
 - 5. To provide for the publication and dissemination, internally and externally, of the Equal Opportunity Employment Plan.

- IV. It is understood that harassment or discrimination based on an employee's/applicant's race, color, religion, gender, ethnic or national origin, genetic information, age, disability, marital status, or sexual orientation is a violation of state and federal laws and a breach of the School Board's Equal Opportunity Employment Policy, which shall be grounds for disciplinary action including but not limited to discharge.

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STATUTORY AUTHORITY: 1001.41, 1012.23, F.S.

LAWS IMPLEMENTED: 760.01 *et seq.*, 1000.05, 1001.41,
1001.42, 1001.43, F.S.
P.L. 110-233

STATE BOARD OF EDUCATION RULE: 6A-19.001 *et seq.*

HISTORY: ADOPTED: 8/21/01
REVISION DATE(S): 4/7/09
FORMERLY: 2.120

NOTES:

Please Refer To: [Equity Procedures for Employees Manual](#)