

## CHAPTER 2.00 - SCHOOL BOARD GOVERNANCE AND ORGANIZATION

### PROHIBITING DISCRIMINATION

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#### I. Policy Against Discrimination

- A. No person shall, on the basis of race, color, religion, gender, age, marital status, sexual orientation, pregnancy, disability, political or religious beliefs, national or ethnic origin, or genetic information, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, or in any employment conditions or practices conducted by this School District, except as provided by law.
- B. The School Board shall comply with all state and federal laws, which prohibit discrimination on the basis of race, color, religion, gender, age, marital status, sexual orientation, pregnancy, disability, political or religious beliefs, national or ethnic origin, or genetic information, and are designed to protect the civil rights of applicants, employees, and/or students, or other persons or organizations protected by applicable law.
- C. The School Board shall admit students to District schools, programs, and classes without regard of race, color, religion, gender, age, marital status, sexual orientation, pregnancy, disability, political or religious beliefs, national or ethnic origin, or genetic information.
- D. The prohibition against discrimination shall also apply to non-employee volunteers who work subject to the control of school authorities, and to all vendors or service providers who have access to School Board facilities.

#### II. EEO Officers

- A. Students and Parents:  
Equal Educational Opportunity  
Assistant Superintendent for Curriculum, Instruction, and Assessment  
5086 Canal Street  
Milton, Florida 32570  
  
(850) 983-5040

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- B. Employees, Volunteers, Others:  
Equal Employment Opportunity  
Assistant Superintendent for Human Resources  
5086 Canal Street  
Milton, Florida 32570  
(850) 983-5030

### III. Grievance Procedures

#### A. Procedures for Filing Complaints

1. Any person (or parent/guardian on behalf of a minor student) who believes that he or she has been discriminated against on the basis of race, color, religion, gender, age, ethnicity, national origin, marital status, disability, political or religious beliefs, national or ethnic origin, by an employee, volunteer, agent or student of the School District should within sixty (60) days of alleged occurrence file a written or oral complaint with the appropriate EEO Officer named above. The complaint should set forth a description of the alleged discriminatory actions, the time frame in which the alleged discrimination occurred, the person or persons involved in the alleged discriminatory actions, and any witnesses or other evidence relevant to the allegations in the complaint.
2. If the complaint is against one of the coordinators named above, the Superintendent, or other member of the School Board, the complaint may be filed with the School Board Attorney.

#### B. Retaliation Prohibited

1. Any act of retaliation against an individual who files a complaint alleging a violation of the District's antidiscrimination policy and/or sexual or illegal harassment policy or who participates in the investigation of a discrimination complaint is prohibited.
2. Retaliation may include, but is not limited to, any form of intimidation, reprisal or harassment based upon participation in the investigation if, or filing a complaint of, discrimination.

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- C. Limited Exemption from Public Records Act and Notification of Parents of Minors
  - 1. To the extent possible, complaints will be treated as confidential and in accordance with Florida Statutes and the Family Educational Rights and Privacy Act (FERPA). Limited disclosure may be necessary to complete a thorough investigation as described above. The District's obligation to investigate and take corrective action may supersede an individual's right to privacy

**STATUTORY AUTHORITY:** 120.54, 1001.41, 1001.43, 1012.23, F.S.

**LAW(S) IMPLEMENTED:** 112.51, 119.07, 760.01 *et seq.*,  
1000.05, 1000.21, 1001.43, 1012.22, F.S.  
34 CFR 99, 34 CFR 108, 34 CFR 200.43(c),  
P.L. 110-233

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

**HISTORY:** ADOPTED: 06/09/2016  
FORMERLY contained in 2.70\*