

**District Board of Trustee Policy
(BOT)**



Policy Title: Discrimination and Harassment Policy

Policy Number: 6Hx6:2.03

Specific Authority:

Florida Statute Florida Statutes 1001.64,1000.05 and 1012.86
Florida Administrative Code

Policy Approved: 4/23/92; 2/16/93; 11/21/96; 11/25/97; 4/28/98; 08/99; 6/25/02;
08/23/05; 02/18/09; 1/26/10; 06/26/12; 01/27/15; 11/17/15;
10/06/20

Policy:

Florida SouthWestern State College is committed to maintaining an educational and work environment in which no member of the College community is excluded from participation in, denied the benefits of, or subjected to discrimination or harassment in any College program or activity on the basis on race, sex, gender identity, age, color, religion, national origin, ethnicity, disability, pregnancy, sexual orientation, marital status, genetic information or veteran's status. Gender identity based and sexual harassment, including sexual violence, are forms of sex discrimination which in the educational environment may deny or limit an individual's ability to participate in or benefit from College programs or activities.

Florida SouthWestern State college in compliance with Title VII of the Civil Rights Act of 1964, the American with Disabilities Act, Section 504 of the Rehabilitation Act, the Florida Civil Rights Act of 1992, Title IX of the Education Amendments of 1972, and relevant sections of the Violence Against Women Reauthorization Act opposes any act of discrimination or harassment and prohibits such action.

In the implementation of this policy, the President is authorized to adopt, review, and enforce procedures, including, but not limited to:

- (a) The provision of information identifying laws prohibiting such misconduct;
- (b) Information regarding the rights of complainants, victims and respondents and the services available to them;
- (c) Administrative procedures for the investigation by the college of cases involving discrimination or harassment--including sexual harassment, sexual discrimination and sexual violence and misconduct; including procedures prohibiting retaliation
- (d) Administrative proceedings, disciplinary actions, and penalties which may be imposed upon violators; and,
- (e) A comprehensive educational program to assure awareness within the College community of the problems of sexual misconduct, in order to discourage and attempt to prevent such misconduct, and to encourage reporting and the receipt of assistance.

Jana Sabo is the Title IX Coordinator/Equity Officer. Questions pertaining to discrimination or harassment should be addressed to Jana Sabo at jsabo1@fsw.edu, 239.489.9051 or 8099 College Parkway, Fort Myers, FL 33919.