

NON DISCRIMINATION AND EDUCATIONAL EQUITY

It is the intent of the School Board of Volusia County to offer the opportunity to students to participate in appropriate programs and activities without regard to race, color, religion, national origin, sex, disability, marital status, political beliefs, sexual orientation or age except as otherwise provided by Florida State Law.

It is the policy of the School Board of Volusia County not to discriminate against employees or applicants for employment on the basis of race, color, religion, national origin, sex, disability, marital status, political beliefs, sexual orientation or age. Sexual harassment or harassment on the basis of race color, religion, national origin, sex, disability, marital status, political beliefs, sexual orientation or age is a form of employee misconduct that undermines the integrity of the employment relationship, and is prohibited. This prohibition shall apply to recruitment, employment, transfers, compensation and all other terms and conditions of employment.

Access to educational programs and/or activities, and employment and promotion practices will be in accordance with the equity plan established by the School Board of Volusia County and incorporated herein, pursuant to the Administrative Rules of the State Board of Education and Florida Statutes. The superintendent shall appoint an equity officer from among school personnel. It shall be the duty of the equity officer to bring to the attention of the superintendent events, practices, patterns and/or policies which may be inconsistent with equity requirements.

Legal Authority:

Sections 230.22(1)(2), 230.23(3)(4), Florida Statutes

Laws Implemented:

Section 228.2001, Florida Statutes

Rules 6A-19.001 - 6A-19.010, Florida Administrative Code

History:

(Adopted -- May 24, 1977)

(Revised -- August 16, 1990; December 17, 1991; June 28, 1994; July 25, 2000; July 30, 2001)

(Effective Date -- July 30, 2001)

NOTE Due to the voluminous nature of the implementation plan to this policy, it may be reviewed at the Volusia County Schools Administrative Complex, Employee Services Department, 200 North Clara Avenue, DeLand, Florida, and at the Educational Development Center, Employee Services Department, at the corner of Loomis and Lockhart, Daytona Beach, Florida.