



Policy Manual

Title: Inclusive Excellence	Number: 6Hx2-3.44
Legal Authority: <i>Title VII of the Civil Rights Act of 1964; Americans with Disabilities Act; Age Discrimination in Employment Act; Equal Pay Act; Executive Order 11246</i>	Page: Page 1 of 3

GENERAL STATEMENT

Consistent with Broward College’s vision, mission, and core values, Broward College is committed to fostering a welcoming, affirming, and empowering culture of respect and inclusion, empowering and engaging students, faculty, and staff. The College is committed to inclusive excellence within all organizational processes, structures, and practices. The College commits to creating an inclusive community and equal access to educational and employment opportunities are provided free from discrimination, unlawful harassment, and retaliation in accordance with federal, state and local laws.

THE POLICY and THE STUDENT

The core values of Broward College reflect the importance of achieving student success and academic excellence and creating an educational environment based upon mutual respect, integrity, communication and engagement. As such, the College seeks to provide a welcoming learning environment that fosters diversity of thought, cultural competency, and an open exchange of perspectives from individuals from differing backgrounds and cultures.

Consistent with the Policy on Unlawful Discrimination, Harassment and Retaliation for Students (6Hx2-5.22), the College affirms its commitment to ensure that every student/applicant for admission be permitted to learn in an environment free from any form of discrimination or harassment based upon race, color, religion, age, disability, sex, national origin, marital status, sexual orientation, or veteran status, or other legally protected classification.

THE POLICY and THE FACULTY and STAFF

The College is committed to the recruitment and retention of outstanding faculty and staff. Further, the College seeks to provide an inclusive, respectful, and empowering working environment that welcomes diverse perspectives. The College is also committed to providing equal employment opportunity free from discrimination, harassment, and retaliation in accordance with federal and state laws. The College is committed to ensuring that all employees and applicants are not subject to unlawful discrimination. The Vice President for Talent and Culture reviews all employment recommendations prior to their finalization (recruitment and selection, classification, compensation, promotion, transfer, demotion, evaluation, and termination) to ensure that the College is in compliance with federal and state law. The Vice President for Talent and Culture is charged with regularly reviewing employment recommendations that could have adverse impact with respect to any protected category such as gender, race, ethnicity, age, disability, service in the uniformed services, or any other classification protected by federal or state law. Additionally, the College will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue

History: <i>Revised July 28, 2009; revised September 25, 2012; revised February 7, 2023</i>			
Approved by the Board of Trustees	Date: 2/7/2023	President’s Signature 	Date: 2/7/2023

Title: Inclusive Excellence	Number: 6Hx2-3.44
Legal Authority: <i>Title VII of the Civil Rights Act of 1964; Americans with Disabilities Act; Age Discrimination in Employment Act; Equal Pay Act; Executive Order 11246</i>	Page: Page 2 of 3

hardship. In addition, the Vice President for Talent and Culture or his/her designee shall perform analyses to evaluate progress in organizational units to comply with Executive Order 11246 and Title 41, Chapter 60 of the Office of Federal Contract Compliance Programs.

IMPLEMENTATION and OVERSIGHT

The President has the authority to issue implementing procedures for this policy. The Vice President for Talent and Culture has responsibility for oversight of this policy as it pertains to the faculty and staff. The Employee Relations team in Talent and Culture shall investigate all complaints related to the faculty and staff as described in Policy 6Hx2-3.34 “Discrimination, Harassment, and Retaliation.” The Vice President for Student Services has responsibility for oversight of this policy as it pertains to students. The Dean of Student Services shall investigate complaints of students against students as identified in Policy 6Hx2-5.22 “Unlawful Discrimination, Harassment, and Retaliation Policy for Students.” Complaints by students against faculty or staff shall be referred by the Dean of Student Services to the Employee Relations team in Talent and Culture.

VIOLATION OF POLICY

1. Any employee or student who believes that they have been subjected to discrimination, harassment or retaliation in violation of College’s policies may file a complaint within (90) days of the alleged harassment, discrimination or retaliatory conduct by utilizing either an informal and or a formal complaint process as defined in Policy 6Hx2-3.34, Discrimination, Harassment and Retaliation and the corresponding Procedure A6Hx2-3.34 and/or Policy 6Hx2-5.22, Unlawful Discrimination, Harassment and Retaliation for Students and the corresponding Procedure A6Hx2-5.22.
2. The College affirms its commitment to ensure that employees and students who complain about discrimination or harassment are protected from retaliation. It shall be a violation of this Policy for any student, or any officer, employee, or agent of the College to discriminate against or harass, as herein after defined, any other officer, employee, student, or agent of the College.
3. Violations of policy may result in consideration of discipline up to and including termination.
 - a. For non-represented employees, action will be taken pursuant to the terms and conditions of the relevant employment contract, if applicable.
 - b. For full-time Faculty, refer to the Collective Bargaining Agreement between The Board of Trustees of Broward Community College and United Faculty of Florida, Broward Community College Chapter, Article 2.23.
 - c. For represented professional technical staff, refer to the Collective Bargaining Agreement between the Board of Trustees of Broward Community College and Federation of Public Employees, Article 2.

History: <i>Revised July 28, 2009; revised September 25, 2012; revised February 7, 2023</i>			
Approved by the Board of Trustees	Date: 2/7/2023	President’s Signature 	Date: 2/7/2023

Title: Inclusive Excellence	Number: 6Hx2-3.44
Legal Authority: <i>Title VII of the Civil Rights Act of 1964; Americans with Disabilities Act; Age Discrimination in Employment Act; Equal Pay Act; Executive Order 11246</i>	Page: Page 3 of 3

For represented adjunct faculty and adjunct instructors, refer to the Collective Bargaining Agreement between The District Board of Trustees of Broward College and the Service Employees International Union – Florida Public Services Union; Broward College Chapter, Article 3.

- d. For students refer to Policies on the Student Code of Conduct, 6Hx2-5.02 and Dismissal of Disruptive Students, 6Hx2-5.19.

DEFINITION

Cultural Competency: Cultural competency refers to an ability to interact effectively with people of different cultural backgrounds. Cultural competence comprises four components: (a) awareness of one's own cultural worldview, (b) attitude towards cultural differences, (c) knowledge of different cultural practices and worldviews, and (d) cross-cultural skills.

Discrimination: Discrimination is defined as treating any member of the College community differently than others are treated based upon race, color, sex, national origin, religion, age, disability, marital status, sexual orientation, or other legally protected classification. Conduct which falls into the definition of discrimination and which is prohibited by this policy includes, but is not limited to:

1. Disparity of treatment or effect in employment, job placement, promotion or other benefits and all other terms and conditions of employment based upon membership in one of the groups listed above.
2. Limiting access to athletic, social, cultural or other activities of the College based upon membership in one of the groups listed above.

Inclusion: The active, intentional, and ongoing engagement with all the members of a community so that individuals might connect without regard to any individual differences with the aim of increasing one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact in the world.

Retaliation: Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Equal Pay Act prohibit retaliation by an employer because an individual has engaged in protected activity. An employer may not fire, demote, harass or otherwise "retaliate" against an individual for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination. An adverse action is an action taken to try to keep someone from opposing a discriminatory practice, or from participating in an employment discrimination proceeding. Examples of adverse actions include employment actions such as termination, denial of promotion, and other actions affecting employment such as threats, unjustified negative evaluations and unjustified negative references (Equal Employment Opportunity Commission).

History: <i>Revised July 28, 2009; revised September 25, 2012; revised February 7, 2023</i>			
Approved by the Board of Trustees	Date: 2/7/2023	President's Signature 	Date: 2/7/2023