

# Policy Manual



<b>Title:</b> Equal Opportunity	<b>Number:</b> 6Hx2-2.15
<b>Legal Authority:</b> <i>Ch.16 ½, Broward County Code; Fla. Admin. Code R. 6A- 14.060(4), 6A-19010(g); Fla. Stat. §§ 1000, 760; 42 U.S.C. § 2000e; 42 U.S.C. § 12102; 38 U.S.C. § 4301, et seq.</i>	<b>Page:</b> 1 of 2

## GENERAL STATEMENT

As an institution of higher learning, Broward College (“College”) is dedicated to the inculcation of the highest ideals of citizenship in a free society. The College, a provider of educational services and as an equal opportunity/affirmative action employer complies with all applicable federal and state laws regarding discrimination and affirmative action. Consistent with the American ideals of equality of citizens and the dignity and worth of each person, the College hereby states that equal employment opportunity and advancement, as well as participation in programs and activities, are provided consistent with appropriate laws without regard to race, color, sex, gender, national origin, religion, age, disability, marital status, sexual orientation, genetic information or other legally protected classification.

In accordance with Title IX of the Education Amendments of 1972, the College is committed to ensuring that current and future students are not discriminated against and ensures a bias-free learning environment.

## THE POLICY and THE STUDENT

Any student or candidate for admission that has concerns about equitable treatment may contact the College Equity coordinator. The appropriate procedure for students to file a complaint is set forth in College Procedure A6Hx2-5.23, Complaint Process for Students.

## THE POLICY and THE FACULTY AND STAFF.

Any employee or applicant for employment that has concerns about equitable treatment may contact the College Equity coordinator. Employees must use College Procedure A6Hx2-3.34, *Reporting Violations and Conducting Investigations of Complaints Alleging Discrimination, Harassment, and/or Retaliation*.

## IMPLEMENTATION and OVERSIGHT

The Executive Director of Talent and Culture shall monitor College salary schedules and recommend to the President of the College changes necessary to ensure no discrimination on the basis of race, color, sex, gender, national origin, religion, age, disability, marital status, sexual orientation, genetic information or other legally protected classification.

The Equity coordinator is designated to coordinate compliance with civil rights protections. The Equity coordinator for the College is the Executive Director of Talent and Culture. Questions pertaining to educational equity, equal opportunity or equal access should be addressed to Sophia M. Galvin at 954-201-7502, [sgalvin@broward.edu](mailto:sgalvin@broward.edu), 6400 NW 6th Way, Fort Lauderdale, FL 33309.

**History:** *Revised on April 12, 1985; revised on December 15, 1987; revised on March 19, 1991; revised and re-numbered on April 16, 1997; revised on February 26, 2003; revised May 26, 2004; revised September 22, 2004; revised on November 22, 2006; revised on April 24, 2012; revised October 28, 2014; revised June 25, 2019*

<b>Approved by the</b> <b>Board of Trustees</b>	<b>Date:</b> <b>June 25, 2019</b>	<b>President’s Signature</b>	<b>Date:</b> <b>June 25, 2019</b>
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Employees, applicants and students are regularly notified of this information and this information is posted in conspicuous locations on all campuses, is provided annually to all employees and students through college publications including, but not limited to, the following: College Newsletter, Salary Schedule, College Catalog, Course Schedule, Student Handbook and the Annual Equity Report.

The president of the college is empowered to implement this policy through appropriate personnel and by use of effective procedures.

### **VIOLATION OF POLICY**

Policy violations shall be investigated by the Executive Director of Talent and Culture and/or his/her designee. Policy violations will result in appropriate disciplinary action up to and including termination.

**History:** *Revised on April 12, 1985; revised on December 15, 1987; revised on March 19, 1991; revised and re-numbered on April 16, 1997; revised on February 26, 2003; revised May 26, 2004; revised September 22, 2004; revised on November 22, 2006; revised on April 24, 2012; revised October 28, 2014; revised June 25, 2019*

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