

CHAPTER 2.00 - SCHOOL BOARD GOVERNANCE AND ORGANIZATION

DISCRIMINATION PROHIBITED

2.80

- I. Per the provisions of the School's 2008 Charter, Section 23 - STATUTORY AND SPONSOR RULE REQUIREMENTS, the School has agreed to adhere to a policy of non-discrimination in educational programs/activities and employment and strives affirmatively to provide equal opportunity for all and shall be in compliance with the following:
- A. Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, religion, or national origin.
 - B. Title VII of the Civil Rights Act of 1964, as amended - prohibits discrimination in employment on the basis of race, religion, or national origin.
 - C. Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of gender.
 - D. Age Discrimination in Employment Act of 1967 (ADEA), as amended prohibits discrimination on the basis of age with respect to individuals who are at least 40.
 - E. Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled.
 - F. Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications.
 - G. The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job protected leave to "eligible" employees for certain family and medical reasons.
 - H. Florida Educational Equity Act - prohibits discrimination on the basis of race, gender, national origin, marital status, or handicap against a student or employee.
 - I. Florida Civil Rights Act of 1992 - secures for all individuals within the state freedom from discrimination because of race, religion, sex, national origin, age, handicap or marital status.
 - J. Individuals with Disabilities Education Act (IDEA- 2004) guaranteeing a free appropriate public education (FAPE) to all disabled students.
 - K. Florida Consent Decree (1990) providing the legal framework for the provision of

educational services and equal access for Limited English Proficient students.

- L. The Federal No Child Left Behind Act.

- II. This policy in no way prohibits the School Board (through its Charter, or if not addressed by the Charter, through formal policies) from establishing admission procedures addressing the ways by which the School will achieve a racial/ethnic balance reflective of the community it serves or within the racial/ethnic range of other public schools in the same school district.

STATUTORY AUTHORITY (if applicable):

1002.33, F.S.

HISTORY:

ADOPTED: 4/13/2010