



Policy: 2-03

Authority: 1001.64 and 1001.65, F.S.

Law: 1001.64 and 1001.65, F.S.

Responsible Party: Vice President, Human Resources and Diversity

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Volume 2 - Nondiscrimination and Equal Opportunity

Investigating and Resolving Discrimination, Harassment and Sexual Harassment Complaints

Policy Statement:

A. Each employee and student of the College and each applicant for employment and/or admission to the College shall be free to register a complaint of discrimination or harassment based on the factors set forth below.

B. It is a goal of this policy to encourage, at the earliest possible time, equitable solutions to allegations of discrimination or harassment through procedures by which complaints may be presented free from coercion, interference, restraint, discrimination, or reprisal and by which students, employees, and applicants are afforded adequate opportunity to resolve their differences. The College encourages any victim of discrimination or harassment to report the incident immediately. The College is firmly committed to investigating and resolving allegations of discrimination or harassment fairly and quickly. To ensure that open and forthright dialog occurs, attorneys are not permitted to accompany individuals during interviews, nor are interview sessions recorded in any manner. Those interviewed are always entitled to submit a written statement if they so choose or to consult with others regarding the interview, keeping in mind that these proceedings must be kept as confidential as possible. Complainants, respondents and witnesses who participate in this process are bound by confidentiality, and any breach of this confidentiality may be sanctioned by disciplinary action.

C. It is a violation of this policy to file a discrimination or harassment complaint in bad faith. The College recognizes that injury can be done to both the victim of discrimination or harassment and the person accused of discrimination or harassment. The accused also has rights that this policy must preserve and protect. Any person who abuses this policy by filing a frivolous complaint will be subject to discipline if it is determined that the complaint was filed in bad faith. This provision is not meant in any way to discourage legitimate complaints.

D. Complaints of discrimination shall be based on race, color, national origin, age, ethnicity, religion, disability, marital status, gender, genetic information, sexual orientation and any other factor protected under applicable federal state, and local civil rights laws, rules and regulations ("the Protected Categories"), sexual harassment or harassment based on any Protected Categories, related to admission to the College, admission to programs, any aid, benefit, or service to students or wages and other terms, conditions or privileges of employment.

E. It is contrary to College policy for any individual to engage, directly or indirectly, in retaliatory conduct against a person who files a discrimination or harassment complaint or who gives information or testimony during an investigation of such complaint. Any student or employee who believes that retaliatory actions have been taken against him or her for having filed a complaint or provided information or testimony in an investigation of a complaint should seek redress through any of the Vice Presidents, Provosts, Deans, or the Director, Office of Employee Relations, Diversity, and Compliance.

F. The president shall adopt procedures implementing this policy.

Related Items

There are no related items for this Policy