

CHAPTER 2:00 - SCHOOL BOARD GOVERNANCE AND ORGANIZATION

POLICY AGAINST DISCRIMINATION – STUDENTS

2.71

- I. The School Board seeks to provide an educational environment free of discrimination and harassment on the basis of race, color, religion, gender, ethnic or national origin, genetic information, age, disability, marital status, or sexual orientation. No student must tolerate such discrimination or harassment. The following are examples of prohibited harassment.
 - A. Harassment includes

Any slurs, innuendoes or other verbal or physical conduct reflecting on an individual's race, color, religion, gender, ethnic or national origin, genetic information, age, disability, marital status, or sexual orientation which has the purpose or effect of creating an intimidating, hostile or offensive educational environment; has the purpose or effect of unreasonably interfering with the individual's school performance or participation; or otherwise adversely affects an individual's educational opportunities.
 - B. Sexual Harassment includes
 1. Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of a student's educational opportunities; submission to or rejection of such conduct is used as a basis for educational decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's educational performance or creating an intimidating, hostile or offensive educational environment.
 2. The denial of or the provision of aid, benefits, grades, rewards, employment, faculty assistance, services, or treatment, on the basis of sexual advances or requests for sexual favors.
- II. Any student who experiences discrimination or any such harassment should report it immediately pursuant to the *Equity Procedures for Students Manual*. The initiation of any discrimination or harassment complaint made in good faith by a student, or the involvement of any parties who assist in good faith with an investigation, will not be used as a basis for retaliation or actions that adversely affect the parties' standing in the School District.
- III. It is understood that harassment or discrimination based on a student's race, color, religion, gender, ethnic or national origin, genetic information, age, disability, marital status, or sexual orientation is a violation of state and federal laws and a breach of the School Board's *Code of Student Conduct*, which shall

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be grounds for disciplinary action including but not limited to in-school suspension, out-of-school suspension, expulsion, or other disciplinary action and may also result in criminal penalties.

STATUTORY AUTHORITY: 1001.41, F.S.

LAW(S) IMPLEMENTED: 1000.05, 1001.43, F.S.
STATE BOARD OF EDUCATION RULE(S):6A-19.001 *et seq.*

HISTORY: ADOPTED: 08/21/01
REVISION DATE(S): 04/07/09, 11/06/18
FORMERLY: 2.120

NOTES:
Refer To: Equity Procedures for Students Manual