

Related Entries:

Non-Discrimination

The School Board of Lee County, Florida does not discriminate nor tolerate discrimination on the basis of race (including anti-Semitism), color, ethnicity, national origin, sex, sexual orientation, gender identification, gender expression, disability (physical or mental), pregnancy, marital status, age (except as authorized by law), religion, military status, socioeconomic status, linguistic preference, genetic information, ancestry, or any other reason protected under applicable federal, state, or local law in the provision of educational programs, activities or employment policies as required by Title II, Title VI, and Title VII Civil Rights Act of 1964 including, Title IX of the United States Education Amendments of 1972, Age Discrimination in Employment Act of 1967 (ADEA), Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973, Florida Civil Rights Act of 1992, Genetic Information Nondiscrimination Act of 2008, Americans with Disabilities Act of 1990 (ADA) and the Amendment Act of 2008 (ADAAA), and the Florida Educational Equity Act of 1984. The School Board also provides equal access of its facilities to youth groups, as required by the Boy Scouts of America Equal Access Act.

Any sections of the District's collectively bargained, negotiated agreements dealing with hiring, promotion, and tenure will contain a statement of nondiscrimination similar to that in the Board's statement above.

As required by Florida's Educational Equity Act, the Superintendent shall submit an annual equity report addressing the District's educational and employment practices.

The School Board of Lee County, Florida, prohibits retaliation by any District personnel against a person for reporting, filing or being a witness in a discrimination (including harassment) charge, complaint, investigation or lawsuit associated or in connection with this policy.

Established grievance procedures and appropriate discrimination complaint forms are available from the Office of Civil Rights & Equity, Academic and Student Support Services or the Equity Coordinator at each school. Complaints/inquiries regarding compliance with these regulations may be submitted in writing to:

For Employees: Office of Civil Rights & Equity Compliance at (239) 337-8134 or at CivilRightsEquity@leeschools.net.

For Students: Office of Positive Prevention at (239) 939-6858.

Job applicants with disabilities requesting accommodations under the American with Disabilities Act (ADA) may contact Recruitment at (239) 337-8197.

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46 Current School District employees with disabilities requesting accommodations under the
47 ADA may contact Professional Standards & Equity at (239) 337-8331.
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50 **STATUTORY AUTHORITY:**
51 42 U.S.C. 12112, Americans with Disabilities Act of 1990; 42 U.S.C. 2000ff et seq., Genetic
52 Information Nondiscrimination Act of 2008; 29 U.S.C. 701 et seq., Rehabilitation Act of 1973
53 29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967;
54 20 U.S.C. 1681 et seq., Title IX of the United States Education Amendments of 1972; 42
55 U.S.C. 2000e et seq., Civil Rights Act of 1964; 29 C.F.R. Parts 1600- 1699;
56 F.S. 760.01-760.11, Florida Civil Rights Act; F.S. 1000.05, Florida Educational Equity Act
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59 Adopted: 6/2/2020