THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA ADHERES TO
A POLICY OF NONDISCRIMINATION IN THE EDUCATIONAL AND WORK ENVIRONMENT

DISCRIMINATION / HARASSMENT

It is the policy of the School Board that all students and employees be treated with respect. The School Board affirmatively strives to provide a workplace and educational environment free from discrimination and harassment (including sexual harassment), as required by law. Through this policy, the School Board establishes its intent to provide equal access, opportunity, and treatment to students in the provision of educational programs and activities and to applicants and employees in all aspects of employment. Discrimination and harassment based on the protected categories listed below will NOT be tolerated by the School Board.

M-DCPS School Board Policies prohibit discrimination and harassment based on the following protected categories:

AGE - This category prevents denial of equal employment and/or educational opportunities because of a person's age.

CITIZENSHIP STATUS - This category prevents denial of equal employment and/or educational opportunities because of a person's citizenship or immigration status.

COLOR - This category prevents denial of equal employment and/or educational opportunities because of a person's skin tone. Color discrimination can occur within the same race; for example someone who has a darker complexion may discriminate against someone that has a lighter complexion.

DISABILITY - This category prevents denial of equal employment and/or educational opportunities because a person either has, or is perceived to have an impairment that substantially limits or prevents a major life activity. For example, walking, seeing, hearing, talking, sitting, or standing.

ETHNIC/NATIONAL ORIGIN - This category prevents denial of equal employment and/or educational opportunities because of a person's or their ancestors' place of origin; or because an individual has the physical, cultural or linguistic characteristics of a national origin group.

FAMILY MEDICAL LEAVE ACT (FMLA) - This category prevents harassment or discrimination against and eligible employee exercising their right to take up to 12 work weeks of leave during any 12 month period for one or more of the reasons defined in the FMLA statute.

GENDER - This category prevents denial of equal employment and/or educational opportunities because of a person's gender.

GENDER IDENTITY/STEREOTYPES - This category prevents denial of equal employment and/or educational opportunities because of a person's gender-related identity, appearance, expression, or behavior, regardless of the individual's assigned sex at birth.

GENETIC INFORMATION (GINA) - This category prevents denial of equal employment opportunities and/or harassment because of a person's genetic information.

LINGUISTIC PREFERENCE - This category prevents denial of equal employment and/or educational opportunities because of the language a person speaks unless there is a legitimate business need for requiring that a specific language be spoken.

MARITAL STATUS - This category prevents denial of equal employment and/or educational opportunities because a person is or is not married.

POLITICAL BELIEFS - This category prevents denial of equal employment and/or educational opportunities because of a person's support and/or affiliation or lack thereof with a particular political party.

PREGNANCY - This category prevents denial of equal employment and/or educational opportunities due to current pregnancy, past pregnancy, potential pregnancy, medical conditions related to pregnancy or childbirth including breastfeeding/lactation.

RACE - This category prevents denial of equal employment and/or educational opportunities because of a person's race. The five federally recognized racial categories are American Indian or Alaskan Native, Asian, Black or African American, Hawaiian or Other Pacific Islander, and White. This category also prevents discrimination and harassment because of marriage to or association with an individual of a different race.

RELIGION - This category prevents denial of equal employment and/or educational opportunities because of a person's sincerely held religious beliefs.

RETALIATION - This category prevents adverse action against individuals *because* they engaged in a protected activity such as complaining about discrimination, filing a charge of discrimination, or participating in civil rights investigative proceedings.

SEX - This category prevents denial of equal employment and/or educational opportunities because of a person's biological sex.

SEXUAL HARASSMENT - This category prevents denial of equal employment and/or educational opportunities due to sexual harassment

SEXUAL ORIENTATION - This category prevents denial of equal employment and/or educational opportunities because of person's actual or perceived sexual orientation.

SOCIAL AND FAMILY BACKGROUND - This category prevents denial of equal employment and/or educational opportunities because of a person's socio-economic, familial and/or educational background.

RETALIATION AGAINST A STUDENT OR EMPLOYEE WHO FILES A COMPLAINT IS PROHIBITED BY LAW

Sexual Harassment will NOT be tolerated.

MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) DOES NOT DISCRIMINATE ON THE BASIS OF SEX IN ANY EDUCATION PROGRAM OR ACTIVITY THAT IT OPERATES AS REQUIRED BY TITLE IX. M-DCPS ALSO DOES NOT DISCRIMINATE ON THE BASIS OF SEX IN ADMISSIONS OR EMPLOYMENT.

For additional information about Title IX or any other discrimination/harassment concerns, contact the U.S. Department of Education Assistant Secretary for Civil Rights and/or:

Office of Civil Rights Compliance (CRC)
District Director/Title IX Coordinator
155 N.E. 15th Street, Suite P104E
Miami, Florida 33132
Phone: (305) 995-1580 TDD: (305) 995-2400
Email: crc@dadeschools.net
Website: https://tinyurl.com/MDCPS-CRC

For additional information on Section 504 of the Rehabilitation Act of 1973 or any other student disability concerns contact:

Department of Exceptional Student Education
1501 N.E. 2nd Avenue, Suite 407
Miami, Florida 33132
Phone: (305) 995-2037 TDD: (305) 995-2400
Email: ese@dadeschools.net
Website: https://ese.dadeschools.net

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