

## ***CIVIL RIGHTS COMPLIANCE REQUIREMENTS***

### **Florida Educational Equity Act**

*Section 228.2001 of Florida Statute* prohibits discrimination against students and employees in programs, services, activities and facilities on the basis of race, sex, national origin, marital status or disability. Rules contained in Chapter 6A-19 Florida Administrative Code.

### **Title IX of the Education Amendments of 1972**

*Subpart A Section 105.1* prohibits discrimination on the basis of sex against any student or employee of a school district or college. Title IX states that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination.

*Section 106.57 and 106.60* prohibits discrimination in employment based on marital, parental and family status, and also prohibits discrimination based on pregnancy.

### **Title VII of the Civil Rights Act of 1964**

*A section 703-04* prohibits discrimination against any employee or application for employment on the basis of race, color, religion, sex, or national origin. This applies to all areas of the employer-employee relationship from recruitment through termination or retirement.

It also requires that districts and colleges maintain a work environment that is free of intimidation and harassment.

Retaliation against any individual who has filed a charge, testified or assisted in any manner in an investigation is prohibited.

*Civil Rights Act of 1991* amends Title VII to provide punitive and compensatory damages ranging from \$50,000 to \$300,000.

### **Americans With Disabilities Act of 1990**

*Section 35.101 and 102* prohibits discrimination on the basis of disability by state and local governments and private entities. Under ADA, no qualified individual shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services. Programs, or activities of a public entity, or be subjected to discrimination by any entity.

## **Age Discrimination in Employment Act of 1967**

*Section 1625.2* prohibits discrimination in employment on the basis of age against individuals 40 and over.