

FSU-64.0143 Non-Discrimination Policy and Procedures.

The Florida State University affirms its commitment ~~is committed~~ to a policy of non-discrimination on the basis of race, creed, color, sex, religion, national origin, age, disability, genetic information, veterans' status, ~~or~~ marital status, sexual orientation, gender identity, gender expression, or any other legally protected group status and establishes the following procedures to prevent such discrimination in accordance with due process within the University community. This policy applies to faculty, staff employees, students, visitors, applicants, and contractors in a manner consistent with applicable laws, regulations, ordinances, orders, and University policies, procedures, and processes. It is also relevant to the selection of contractors, suppliers of goods and services, and to use of University facilities. In doing so, ~~t~~The University recognizes its obligation to strive actively to build a community in which opportunity is equalized and use its facilities and human resources and facilities are used to develop the skills and opportunities of the members of all the groups for all individuals so they may reach their potential and play reasonable and productive roles in society. This policy is relevant to all aspects of the University, including the choice of contractors and suppliers of goods and services. An employee of Florida State University (FSU) who feels that he or she has been aggrieved may file a formal complaint detailing the time, the place, and the specific facts in support of the alleged discriminatory act. The University has designated the Office of Equal Opportunity and Compliance to review and investigate such complaints

(1) ~~Kinds of discrimination prohibited.~~

(a) ~~Disparity of treatment in employment, job placement, training, promotion, termination, salary or other economic benefits on the basis of race, creed, color, sex, religion, national origin, age, disability, veterans' or marital status, sexual orientation, gender identity, gender expression, or any other legally protected group status.~~

(b) ~~Limitation to of access to residence, or to participation in educational, athletic, social, cultural, or other activities of the University because of race, creed, color, sex, religion, national origin, age, disability, veterans' or marital status, sexual orientation, gender identity, gender expression, or any other legally protected group status.~~

(c) ~~Discrimination of the foregoing types on the basis of sex, unless based on bona fide requirements of distinctions in housing, restrooms, athletics, and other such areas.~~

(d) ~~Harassment based on race, creed, color, sex, religion, national origin, age, disability, veterans' or marital status, sexual orientation, gender identity, gender expression, or any other legally protected group status.~~

(e) ~~Retaliation for filing complaints or protesting practices which are prohibited under this article.~~

(2) ~~Scope of prohibitions:~~

(a) ~~All educational, athletic, cultural, and social activities occurring on the Florida State University campus.~~

(b) ~~University sponsored off-campus programs.~~

(c) ~~Housing supplied or regulated by the University.~~

(d) ~~Employment practices between the University and its employees.~~

(e) ~~Choice of contractors and suppliers of goods and services.~~

See 4-OP-C-7-I3 Equal Opportunity, Non-Discrimination, and Non-Retaliation Policy & Procedures for more information and complaint procedures.

Specific Authority ~~BOG Regulation~~ Regulation 1.001(3)(j)–, Reg. Procedure July 21, 2005 Law Implemented 1001.74(1)(d), (4), (5), 42 U.S.C.A. § 2000ff-1. New 9-30-75, Amended 11-29-07,

Technical Change 1-2014 Revised list of protected categories to conform to BOT Non-Discrimination Statement of 6-25-2010, Formerly 6C2-4.018, 6C2-4.11.