

## **APPENDIX B**

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

**DISCRIMINATION/HARASSMENT**

It is the policy of the School Board, that all students and employees be treated with respect. The School Board strives affirmatively 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. Slurs, innuendos, hostile treatment, violence, or other verbal or physical conduct against a student or employee reflecting on his/her race, ethnic or national origin, gender, or any other of the categories described below, will NOT be tolerated by the School Board.

The School Board Policy covers the following protected categories:

- |              |                                |
|--------------|--------------------------------|
| → Gender     | → Marital Status               |
| → Race       | → Linguistic Preference        |
| → Color      | → Sexual Orientation           |
| → Religion   | → Ethnic or National Origin    |
| → Age        | → Social and Family Background |
| → Disability | → Political Beliefs            |
| → Pregnancy  |                                |

Sexual Harassment will NOT be tolerated.

Sexual Harassment includes:

- unwelcome 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 employment or participation in an educational program;
- submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating hostile, or offensive working or educational environment.

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

If any student, employee, or applicant has a complaint of discrimination/harassment that cannot be resolved with the appropriate school system administrator, the complaint may be made to:

Civil Rights and Diversity Compliance  
1500 Biscayne Boulevard, Suite 234  
Miami, Florida 33132  
Phone: (305) 995-1580 TDD: (305) 995-2400  
[crdc@dadeschools.net](mailto:crdc@dadeschools.net)

# THE AMERICANS WITH DISABILITIES ACT (ADA) OF 1990

## SCHOOL DISTRICT FUNCTIONS AND RESPONSIBILITIES

### SERVICES FOR EMPLOYEES

Process and respond to requests for services/accommodations from school system employees with disabilities.


Convene and facilitate the work of the ADA District Consultative Committee which is charged with determining whether the employee is a qualified individual with a disability and provide reasonable accommodations, if necessary.

Facilitate the provision of services/accommodations to employees with disabilities, as directed by the ADA District Consultative Committee.

Provide inservice training to school district staff regarding the requirements and implementation of the ADA and related issues.

Make recommendations to the ADA District Consultative Committee, as necessary or appropriate.

**For more information, please contact the following office:**

**Human Resources Standards**  
305-995-7116  TDD: 305-995-2400  
[ada-employee@dadeschools.net](mailto:ada-employee@dadeschools.net)

### FACILITIES ACCESSIBILITY COMPLIANCE

Survey the school district's facilities and make recommendations to ensure compliance with the ADA.

Serve as a resource to school district staff with respect to ADA accessibility requirements.

Receive, process, investigate and respond to complaints from employees and the public regarding ADA accessibility compliance.

Serve as the school district's ADA Accessibility Coordinator and as a member of the ADA District Consultative Committee.

Communicate with local, state, federal agencies, and educational entities regarding the implementation of ADA accessibility requirements.

**For more information, please contact the following office:**

**Division of Facilities ADA Compliance**  
305-995-4650  TDD: 305-995-2400  
[ada-facilities@dadeschools.net](mailto:ada-facilities@dadeschools.net)

### COMPLIANCE WITH THE ADA

Receive, process, and investigate internal complaints from employees alleging discrimination or harassment on the basis of disability.


Receive process and investigate complaints from employees, students, and applicants alleging that the school district is not meeting its obligations under the provisions of ADA.

Serve as a resource to school district staff on the requirements of the ADA and as a member of the ADA District Consultative Committee.

Provide inservice training to school district staff regarding compliance issues.

Respond to state and federal agencies regarding complaints of discrimination filed against the school district on the basis of disability.

**For more information, please contact the following office:**

**Civil Rights Compliance**  
305-995-1580  TDD: 305-995-2400  
[crc@dadeschools.net](mailto:crc@dadeschools.net)