

APPENDIX B



MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) THE AMERICANS WITH DISABILITIES ACT (ADA) OF 1990 (as amended)

AMERICANS WITH DISABILITIES ACT (ADA) OFFICE

Process and respond to requests for accommodations from M-DCPS employees with medical disabilities.

Convene and facilitate the ADA District Consultative Committee which is responsible for determining whether an employee is a qualified individual with a disability and is entitled to reasonable accommodations.

Facilitate the provision of accommodations to qualified individuals with a disability, as directed by the ADA District Consultative Committee.

Provide system wide training to employees regarding the guidelines, rules and regulations concerning the ADA and related issues.

For more information, please contact the following office:



Americans with Disabilities Act (ADA) Office
305-995-7116 ♦ TDD: 305-995-2400
adaoffice@dadeschools.net

DIVISION OF FACILITIES ADA COMPLIANCE

Survey M-DCPS' facilities and make recommendations to ensure compliance with ADA guidelines, rules and regulations.

Serve as a resource to M-DCPS staff with respect to ADA accessibility requirements.

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

Serve as M-DCPS' ADA Accessibility Coordinator and as a member of the ADA District Consultative Committee.

Communicate with local, state, federal, and educational agencies 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

OFFICE OF CIVIL RIGHTS COMPLIANCE (CRC)

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

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

Serve as a resource to M-DCPS staff on the requirements of the ADA and as a member of the ADA District Consultative Committee.

Provide system wide training regarding local, state and federal compliance issues.

Respond to state and federal agencies regarding complaints of discrimination filed against M-DCPS on the basis of disability.

For more information, please contact the following office:



Office of Civil Rights Compliance
305-995-1580 ♦ TDD: 305-995-2400
crc@dadeschools.net

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. Slurs, innuendos, hostile treatment, violence, or 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:

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

COLOR - This category prevents denial 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 employment and/or educational opportunities because of a person has, or is perceived to have a permanent 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 employment and/or educational opportunities because of a person's ancestors' place of origin; or because an individual has the physical, cultural or linguistic characteristics of a particular group.

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

GENDER IDENTITY - This category prevents denial of 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 and/or harassment because of a person's genetic information; it ensures that individuals are not treated differently because of genetic information.

LINGUISTIC PREFERENCE - This category prevents denial of employment and/or educational opportunities because of the language a person speaks.

MARITAL STATUS - This category prevents denial of employment and/or educational opportunities because of a person's marital status; i.e. single, married, widowed, or divorced.

POLITICAL BELIEFS - This category prevents denial of 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 employment and/or educational opportunities for women who are pregnant.

RACE - This category prevents denial of 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. Persons from a mixed racial backgrounds do not need to prove their exact heritage in order to assert that they have been discriminated against based on race. Likewise, this category covers persons being discriminated against because they are married to persons of a different race other than their own.

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

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

SEXUAL ORIENTATION - This category prevents denial of equal employment and/or educational opportunities because a person is, or is perceived to be, lesbian, gay, bisexual, or heterosexual.

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

Sexual Harassment will NOT be tolerated.

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 PROHIBITS SEXUAL HARASSMENT WHICH 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. Unwelcome verbal or physical sexual conduct must be either severe or pervasive.

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

Retaliation occurs when an employer takes an adverse action against an employee because he or she engaged in a protected activity, such as complaining about discrimination or threatening to file a charge of discrimination. An employee cannot file a complaint of retaliation unless he/she has filed a charge of discrimination, participated in an investigation or opposed an unlawful employment practice.

For additional information about Title IX or any other discrimination/harassment concerns contact:

Office of Civil Rights Compliance (CRC)
Executive 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: <http://crc.dadeschools.net>

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

Division of Exceptional Student Education
504 Coordinator
1501 N.E. 2nd Avenue, Suite 409
Miami, Florida 33132
Phone: (305) 995-2037 TDD: (305) 995-2400
Email: ese@dadeschools.net
Website: <http://ese.dadeschools.net>