



THE SCHOOL DISTRICT OF LEE COUNTY

SCHOOL BOARD OF LEE COUNTY, FLORIDA STATEMENT OF NON-DISCRIMINATION POLICY

The School Board does not discriminate nor tolerate discrimination on the basis of race (including anti-Semitism), color, ethnicity, national origin, sex, sexual orientation, gender identification, gender expression, disability (physical or mental), pregnancy, marital status, age (except as authorized by law), religion, military status, socioeconomic status, linguistic preference, genetic information, ancestry, or any other reason protected under applicable Federal, State, or local law in the provision of educational programs, activities or employment policies as required by Title II, Title VI, and Title VII Civil Rights Act of 1964 including, Title IX of the United States Education Amendments of 1972, Age Discrimination in Employment Act of 1967 (ADEA), Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973, Florida Civil Rights Act of 1992, Genetic Information Nondiscrimination Act of 2008, Americans with Disabilities Act of 1990 (ADA) and the Amendment Act of 2008 (ADAAA), and the Florida Educational Equity Act of 1984. The School Board also provides equal access to its facilities to youth groups, as required by the Boy Scouts of America Equal Access Act. The Board does not, as a condition of employment, membership, certification, licensing, credentialing, or passing an examination, subject individuals to training, instruction or any other required activity that is prohibited under F.S. 760.10 and F.S. 1000.05. Prohibited discrimination also occurs when any student or employee is subjected to training or instruction that is unlawful under F.S. 1000.05.

Any sections of the District's collectively bargained, negotiated agreements dealing with hiring, promotion, and tenure will contain a statement of nondiscrimination similar to that in the Board's statement above. As required by Florida's Educational Equity Act, the Superintendent shall submit an annual equity report addressing the District's educational and employment practices. The School Board of Lee County, Florida, prohibits retaliation by any District personnel against a person for reporting, filing or being a witness in a discrimination (including harassment) charge, complaint, investigation, or lawsuit associated or in connection with this policy. Established grievance procedures and appropriate discrimination complaint forms are available from the Office of Civil Rights & Equity, Academic and Student Support Services or the Equity Coordinator at each school. Complaints/inquiries regarding compliance with these regulations may be submitted in writing to:

For Equity Related Issues: Office of Legal Services at (239) 337-8512 or at CivilRightsEquity@leeschools.net.



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Equity Related Issues

**Jennifer Fuller
Office of Legal Services**

**The School District of Lee County
2855 Colonial Blvd.**

(239) 337-8512

TTD/TTY (239) 335-1512



THE SCHOOL DISTRICT OF LEE COUNTY

SCHOOL DISTRICT OF LEE COUNTY, FLORIDA NOTICE OF NON-DISCRIMINATION

The School District of Lee County offers Career and Technical Education Programs within the following secondary and postsecondary career clusters: Agriculture, Food, & Natural Resources; Architecture & Construction; Arts, A/V Technology & Communication; Business Management & Administration; Education & Training; Energy; Engineering & Technology Education; Finance; Government & Public Administration; Health Science; Hospitality & Tourism; Human Services; Information Technology: Law, Public Safety & Security; Manufacturing; Marketing, Sales, & Service; Transportation, Distribution, & Logistics; and Diversified Education, wherein students may earn certification.

The District prohibits discrimination in the terms and conditions of employment, and in access to educational programs and activities, and prohibits harassment of any individual or group on the basis of race (including anti-Semitism) color, ethnicity, national origin, sex, sexual orientation, gender identification, gender expression, disability (physical or mental), pregnancy, marital status, age (except as authorized by law), religion, military status, socioeconomic status, linguistic preference, genetic information, ancestry, or any other reason protected under applicable federal, state, or local law.

Lack of English language skills will not be a barrier to admission and participation. The District may assess each student's ability to benefit from specific programs through placement tests and counseling, and, if necessary, will provide services or referrals to better prepare students for successful participation.