



COLLEGE of CENTRAL FLORIDA

POLICY MANUAL

Title: MISSION (VISION) OF THE COLLEGE	Number: 1.00	Page: 1 of 1
See Procedures: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Legal Authority: Florida Statutes 1001.64, 1004.65	Board Adoption/Revision Approval Dates: 9/30/80, 3/6/85, 10/11/89, 1/10/90, 8/25/93, 10/22/97, 2/27/01, 10/22/02, 12/2/03, 11/28/06, 6/22/10, 6/25/13	

VISION

To be the first choice for quality higher education in our community.

MISSION

The College of Central Florida provides access to high-quality, high-value baccalaureate degrees, associates degrees, certificates and diplomas and promotes the economic, social and cultural development of our community.



COLLEGE of CENTRAL FLORIDA

POLICY MANUAL

Title: EQUAL ACCESS / EQUAL OPPORTUNITY	Number: 1.01	Page: 1 of 3
See Procedures: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Legal Authority: Florida Statutes 794.011, 1000.05, 1001.02, 1001.64, 1004.65, 1012.855; Title VII CRA of 1964 Amended 1972, Title IX CRA of 1964, Section 504 of Rehabilitation Act of 1973, GINA Act of 2008	Board Adoption/Revision Approval Dates: 10/19/88, 5/23/00, 10/22/02, 6/21/11, 6/26/12, 1/27/16	

The College of Central Florida offers equal access and equal opportunity in its employment practices, admissions and educational activities. The college will not discriminate on the basis of race, color, ethnicity, religion, gender, pregnancy, age, marital status, national origin, genetic information or disability status in its employment practices or in the admission and treatment of students.

Additionally, neither the college, nor its direct-support organization(s), will expend any funds, regardless of source, to purchase membership in or goods and services from any organization which discriminates on the basis of race, color, ethnicity religion, gender, pregnancy, age, marital status, national origin, genetic information or disability status.

The college will not tolerate discrimination, harassment and/or sexual harassment of students by other students or employees, discrimination, harassment and/or sexual harassment of employees by other employees or students, or discrimination, harassment and/or sexual harassment of students by third parties in any of its programs, activities or employment.

DEFINITIONS

Discrimination

Discrimination is prejudicial treatment on the basis of race, color, ethnicity, religion, gender, pregnancy, age, marital status, national origin, genetic information or disability status.

Complaint

The dissatisfaction that occurs when an employee believes that any condition of employment is unjust or inequitable based on discrimination or harassment, or when a student believes that any condition of his or her educational experience is unjust or inequitable based on discrimination or harassment.



COLLEGE of CENTRAL FLORIDA

POLICY MANUAL

Title:	Number:	Page:
EQUAL ACCESS / EQUAL OPPORTUNITY	1.01	2 of 3

Harassment

Harassment consists of verbal or physical conduct on the basis of race, color, ethnicity, religion, gender, pregnancy, age, marital status, national origin, genetic information or disability status that: (1) is intended to or is reasonably likely to embarrass, distress, agitate, disturb or trouble the person or designated group to whom it is directed or to create an intimidating, hostile or offensive educational or work environment; (2) has the purpose or effect of unreasonably interfering with the individual's work or school performance or participation; or (3) otherwise adversely affects an individual's employment or educational opportunities.

Harassment, as defined above, may include, but is not limited to, repeated remarks of a demeaning nature, implied or explicit threats, slurs, innuendoes or gestures, demeaning jokes, stories, pictures, objects or activities directed at recipient which reflect upon the recipient's race, color, ethnicity, religion, gender, pregnancy, age, marital status, national origin, genetic information or disability status.

Sexual Harassment

Sexual harassment is a form of discrimination which is against the law and is against Board policy. The college will not tolerate sexual harassment activities by any of its students or employees. Sexual harassment is behavior based on sex which falls under one of the following categories:

- a. Harassment which culminates in a tangible employment or academic action such as discharge, demotion, undesirable reassignment, or lowered grading; or
- b. Harassment in which no adverse tangible employment or academic action is taken but which is sufficient to constructively alter an employee's working conditions or student's educational experience.

The college is committed to ensuring that all students, employees and applicants for employment or admission receive fair and equitable treatment without regard to race, color, ethnicity, religion, gender, pregnancy, age, marital status, national origin, genetic information or disability status. Toward this end, the Board of Trustees and its employees share a joint responsibility to actively and conscientiously seek a means of resolving complaints through due process, without fear of reprisal. However, an employee shall not have the right to file a



COLLEGE of CENTRAL FLORIDA

POLICY MANUAL

Title:	Number:	Page:
EQUAL ACCESS / EQUAL OPPORTUNITY	1.01	3 of 3

complaint concerning performance appraisals unless it is alleged that the appraisal is based on factors other than the employee's performance.

Reporting, Investigation and Resolution

The President or the President's designee shall establish a complaint procedure that is available to all current students and employees and to those applicants for employment or admission who have reason to believe that they have been discriminated against, harassed, or denied employment or admission on the basis of race, color, ethnicity, religion, gender, pregnancy, age, marital status, national origin, genetic information or disability status.

The college encourages the reporting of any known or suspected activities of discrimination, harassment and/or sexual harassment according to procedure. Additionally, any employee, student, applicant for admission or employment or other participant in a college program or service who believes that he or she has been unlawfully harassed or discriminated against on the basis of race, color, ethnicity, religion, gender, pregnancy, age, marital status, national origin, genetic information or disability status may seek resolution to his/her complaint through College Administrative Procedures. The Discrimination and Harassment Procedure for Employees and Students is available on the college's website at http://www.cf.edu/about/equal_access.htm and in the student handbook.

Confidentiality in the investigation and resolution of complaints is protected to the extent possible under state and federal laws.

Retaliation: It is a violation of this rule to retaliate or take reprisal against any person who has filed a complaint or who has complained about discrimination, harassment or sexual harassment based on the fact that the student or employee raised an issue about discrimination, harassment or sexual harassment to his or her supervisor, or any supervisor or manager of the college, to any Dean, Vice President, or administrator, or to any other person, entity, or human rights agency.



COLLEGE of CENTRAL FLORIDA

POLICY MANUAL

Title: MISSION (VISION) OF THE APPLETON MUSEUM OF ART	Number: 1.02	Page: 1 of 1
See Procedures: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Legal Authority: Florida Statutes 1001.64, 1004.65	Board Adoption/Revision Approval Dates: 05/25/10	

INTRODUCTION

While the Appleton Museum of Art is a component part of the College, its purpose and function are unique. Thus, the District Board of Trustees authorizes a separate mission and vision for the museum.

VISION

The Appleton Museum of Art is a leading cultural center that enriches the quality of life for the people of Central Florida and beyond.

MISSION

The Appleton Museum of Art brings art and people together to inspire, challenge and enrich present and future generations through our wide range of collections, exhibitions, programs and educational opportunities.