



# COLLEGE of CENTRAL FLORIDA

## POLICY MANUAL

<b>Title:</b> EQUAL ACCESS / EQUAL OPPORTUNITY	<b>Number:</b> 1.01	<b>Page:</b> 1 of 2
<b>Legal Authority:</b> Florida Statutes 760.01, 794.011, 1000.05, 1004.06, 1001.64, 1001.65, 1012.855; Title VI and VII CRA of 1964, Amended 1972, Title IX Educational Amendments Act of 1972, Section 504 of Rehabilitation Act of 1973, Genetic Information Non-Discrimination Act of 2008, Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act, 20 U.S.C. § 1092 (f); § 304, Violence Against Women Reauthorization Act of 2022, Pregnancy Discrimination Act of 1978, Age Discrimination Employment Act of 1967, Vietnam Veterans Readjustment Assistance Act of 1974, Americans with Disabilities Act of 1990; Americans with Disabilities Act Amendments Act of 2008.	<b>See Procedures:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	<b>Board Adoption/Revision Approval Dates:</b> 10/19/88, 5/23/00, 10/22/02, 6/21/11, 6/26/12, 1/27/16, 10/30/2019, 4/26/23, 2/26/25	

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, sex, age, marital status, national origin, genetic information, veteran status, disability status and any other factors prohibited under applicable federal, state, and local civil rights laws and regulations 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 that discriminates on the basis of race, color, national origin, sex, disability, or religion. In addition, the institution will not expend any state or federal funds to promote, support, or maintain any programs or activities that: (a) violate s.1000.05; or (b) advocate for diversity, equity, and inclusion, or promote or engage in political or social activism, as defined by the rules of the State Board of Education.

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.

Title:	Number:	Page
Equal Access / Equal Opportunity	1.01	Page <b>2</b> of <b>2</b>

The college will broadly publish and circulate its policy of equal access/equal opportunity by including the policy in correspondence, media communication, and printed material. The college will engage the services of only those professional organizations, employment agencies, contracts or other agents whose policies are in alignment with the equal opportunity policy of the college.