

Polk State College District Board of Trustees Rule

Rule Number	Subject	Rule Making Authority	Statutory Reference	SBE Rule Reference	Effective Date
6Hx21 3.12	Equal Employment Opportunity	FS 1001.64	FS 1001.64 FS 1001.65		10/23/17

The District Board of Trustees has adopted the following rule with regard to equal employment opportunity at Polk State College.

1. It is the policy of the Polk State College Board of Trustees to not discriminate against any employee or applicant for employment.

The Board subscribes to the fullest extent to the principles of the dignity of all persons and of their labors and will ensure that employees and applicants for employment are treated equitably without regard to their race, color, national origin, ethnicity, sex, age, religion, sexual orientation, marital status, veteran status, genetic information, disability, or pregnancy, and any other factor protected under applicable federal, state, and local civil rights laws, rules, and regulations.

Other equal employment opportunity actions will be taken to include, but not limited to, the following: selection, promotion, demotion, or transfer; recruitment or recruitment advertising, layoff, or termination; rates of pay or other forms of compensation; and selection for training.

2. The President of Polk State College will ensure notices provided by the government setting forth the provisions of equal employment opportunity/non-discrimination policies are posted in conspicuous places available to employees and applicants for employment. The Director of Human Resources will, in all solicitations or advertisements for employment, state that Polk State College is an equal access/equal opportunity employer committed to excellence through diversity in education and employment.
3. The President of Polk State College will incorporate the provisions of this rule in all personnel and administrative actions in execution of the policies stated in this rule and will be in voluntary compliance with any and all applicable statutes, regulations, and executive orders which deal with equal opportunity and non-discrimination.

History: Formerly Rule 3.16
 Adopted: December 23, 1974.
 Revised: July 28, 1976; June 23, 1986; April 24, 1989; May 23, 1994; July 23, 2007; September 26, 2011; October 23, 2017