

Office of Superintendent of Schools
Board Meeting of March 9, 2016

February 26, 2016

Office of School Board Attorney
Walter J. Harvey, School Board Attorney

SUBJECT: INITIAL READING: PROPOSED AMENDMENTS TO BOARD POLICIES 1129, 3129, AND 4129, *CONFLICT OF INTEREST*; 1210, 3210, AND 4210, *STANDARDS OF ETHICAL CONDUCT*; 1362, 3362, AND 4362, *ANTI-DISCRIMINATION/HARASSMENT*; 1362.02, 3362.02, AND 4362.02, *ANTI-DISCRIMINATION/HARRASSMENT COMPLAINT PROCEDURE*

COMMITTEE: INNOVATION, GOVERNMENTAL RELATIONS AND COMMUNITY ENGAGEMENT.

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

In accordance with the Board's statutory responsibility to update, correct and revise its policies, these policy amendments are presented to clarify and include statutory requirements and current Board practices.

Amendments to Board Policies 1129, 3129, and 4129, *Conflict of Interest*, are proposed to be amended to prohibit employees from participating in the selection, award, or administration of a contract if the employee, a member of the employee's immediate family, the employee's partner or an organization which employs or is about to employ any of these parties, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.

Policies 1210, 3210 and 4210, *Standards of Ethical Conduct*, are proposed to clarify the statutory ethics requirement that employees are expressly prohibited from soliciting or accepting anything of value, including a gift, loan, reward, promise of future employment, favor or service based upon an understanding that the vote, official action or judgment of the employee would be influenced.

Amendments to Policies 1362, 3362, and 4362, *Anti-Discrimination/Harassment*, are proposed to be amended to clarify employment eligibility verification processes as part of a settlement agreement with the United States Department of Justice, Civil Rights

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Division, Office of Special Counsel for Immigration-Related Unfair Employment Practices.

Board Policies 1362.02, 3362.02, and 4362.02, *Anti-Discrimination/Harassment Complaint Procedures*, are proposed to be amended to adjust the timelines involved in the investigation of discrimination and harassment by the Civil Rights Compliance (CRC) Office and to include the complainant's right to request review of the CRC's final report by the Superintendent, which reflects the Board's current practice.

Attached is the Notice of Intended Action and the proposed policy amendments. Changes are indicated by underscoring words to be added and ~~striking through~~ words to be deleted.

Authorization of the Board is requested for the Superintendent to initiate rulemaking proceedings in accordance with the Administrative Procedure Act to amend Policies 1129, 3129, and 4129, *Conflict of Interest*; 1210, 3210 and 4210, *Standards of Ethical Conduct*; 1362, 3362, and 4362, *Anti-Discrimination/Harassment*; and 1362.02, 3362.02, and 4362.02, *Anti-Discrimination/Harassment Complaint Procedures*.

RECOMMENDED:

That The School Board of Miami-Dade County, Florida, authorize the Superintendent to initiate rulemaking proceedings in accordance with the Administrative Procedure Act to amend Policies 1129, 3129, and 4129, *Conflict of Interest*; 1210, 3210 and 4210, *Standards of Ethical Conduct*; 1362, 3362, and 4362, *Anti-Discrimination/Harassment*; and 1362.02, 3362.02, and 4362.02, *Anti-Discrimination/Harassment Complaint Procedures*.

NOTICE OF INTENDED ACTION

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, announced on March 9, 2016, its intention to amend Board Policies 1129, 3129, and 4129, *Conflict of Interest*; 1210, 3210 and 4210, *Standards of Ethical Conduct*; 1362, 3362, and 4362, *Anti-Discrimination/Harassment*; and 1362.02, 3362.02, and 4362.02, *Anti-Discrimination/Harassment Complaint Procedures*, at its meeting of April 13, 2016.

PURPOSE AND EFFECT: Amendments to Board Policies 1129, 3129, and 4129, *Conflict of Interest*, are proposed to be amended to prohibit employees from participating in the selection, award, or administration of a contract if the employee, a member of the employee's immediate family, the employee's partner or an organization which employs or is about to employ any of these parties, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.

Policies 1210, 3210, and 4210, *Standards of Ethical Conduct*, are proposed to clarify the statutory ethics requirement that employees are expressly prohibited from soliciting or accepting anything of value, including a gift, loan, reward, promise of future employment, favor or service based upon an understanding that the vote, official action or judgment of the employee would be influenced.

Amendments to Policies 1362, 3362, and 4362, *Anti-Discrimination/Harassment*, are proposed to be amended to clarify employment eligibility verification processes as part of a settlement agreement with the United States United States Department of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair Employment Practices.

Board Policies 1362.02, 3362.02, and 4362.02, *Anti-Discrimination/Harassment Complaint Procedures*, are proposed to be amended to adjust the timelines involved in the investigation of discrimination and harassment by the Civil Rights Compliance (CRC) Office and to include the complainant's right to request review of the CRC's final report by the Superintendent, which reflects the Board's current practice.

SUMMARY: In accordance with its statutory responsibilities, the School Board is required to review and update its policies as often as necessary to reflect statutory requirements and current practices. These policies are proposed to be amended to incorporate statutory requirements related to employee ethics and include the current practice of providing a complainant the right to request that the Superintendent review a Civil Rights Compliance Office final investigation report. In addition, the amendments clarify the Board's policy against discrimination on the basis of citizenship status in employment.

SPECIFIC LEGAL AUTHORITY UNDER WHICH RULEMAKING IS AUTHORIZED: 1001.41 (1) (2), 1001.42 (6),(7), 1001.43 (10),(11), F.S.

LAWS IMPLEMENTED INTERPRETED OR MADE SPECIFIC: 8 U.S.C. 1324(b); 112.312, 112.313, 1001.41 (1), (2),(5), 1001.42 (6), 1001.43 (10),(11), 1006.147, F.S.

IF REQUESTED, A HEARING WILL BE HELD DURING SCHOOL BOARD MEETING OF April 13, 2016, which begins at 1:00 p.m., in the School Board Auditorium, 1450 N.E. Second Avenue, Miami, Florida 33132. Persons requesting such a hearing or who wish to provide information regarding the statement of estimated regulatory costs, or to provide a proposal for a lower cost regulatory alternative as provided in Section 120.54(1), F.S., must do so in writing by April 4, 2016, to the Superintendent, Room 912, at the same address.

ANY PERSON WHO DECIDES TO APPEAL THE DECISION made by The School Board of Miami-Dade County, Florida, with respect to this action will need to ensure the preparation of a verbatim record of the proceedings, including the testimony and evidence upon which the appeal is to be based. Section 286.0105, F. S.

COPIES OF THE PROPOSED AMENDED POLICIES are available at cost to the public for inspection and copying in the Citizen Information Center, Room 158, 1450 N.E. Second Avenue, Miami, Florida 33132.

1

CONFLICT OF INTEREST

2 Employees are governed by the statutory provisions contained in the Code of Ethics
3 for Public Officers and Employees, Part III of F.S. Chapter 112, and by certain other
4 statutes in the Education Code. The following sections of this policy provide the
5 principles, in simplified form, in the statutory mandates. They cannot be used as
6 definitive rules to apply to different sets of circumstances or factual situations. In
7 any given situation, the full statutory language must be consulted for applicable
8 definitions, and for any exemptions.

9 A. Employees are required to comply with all provisions of the Code of
10 Ethics, including those provisions outlined below. This requirement
11 discourages the appearance of impropriety and the perception of
12 undue influence upon the business functions of the District.

13 B. This policy applies specifically to conflicts of interest. Employees are
14 reminded that other Board policies exist that may also address an
15 employee's particular issue or question. It is an employee's
16 responsibility to refer to and observe all Board policies that may be
17 applicable to his/her individual situation.

18 **Provisions**

19 A. Gifts

20 1. Employees are prohibited from soliciting or accepting
21 anything of value, such as a gift, loan, reward, promise of
22 future employment, favor, or service that is based on an
23 understanding that their official action or judgment would be
24 influenced by such gift. (F.S. 112.313(2))

25 2. No employee or his/her spouse or minor child shall accept
26 any compensation, payment, or thing of value when s/he
27 knows, or with the exercise of reasonable care should know,
28 that it was given to influence an action in which the employee
29 was expected to participate in his/her official capacity.
30 (F.S. 112.313(4))

- 1 B. Misuse of Public Position
2
3 No employee shall corruptly use or attempt to use his/her official
4 position or perform his/her official duties to secure a special
5 privilege, benefit, or exemption for himself/herself or others.
6 (F.S. 112.313(6))
- 7 C. Doing Business with the School Board
- 8 1. No employee acting in his/her official capacity shall directly
9 or indirectly purchase, rent, or lease any goods or services for
10 the District from any business entity of which the employee,
11 spouse, or child is an officer, partner, director or proprietor,
12 or in which the employee, spouse, or child, or any
13 combination of them, has a material interest.
14 (F.S. 112.313(3))
- 15 2. Some case-specific exceptions to this provision may apply.
16 Employees should review F.S. 112.313(12), for exemptions
17 that may be applicable to their particular situations.
- 18 3. Guidelines for Avoidance of Conflict of Interest
19
20 To avoid conflicts of interests or the appearance of conflicts as
21 it relates to personal purchases or private contracting,
22 employees who are required to file an annual statement of
23 financial interests (financial disclosure form) or who have the
24 authority to make purchases on behalf of the District shall
25 adhere to the following guidelines. These guidelines do not
26 apply to purchases made in a private capacity of goods or
27 services at a price and upon terms available to similarly
28 situated members of the general public.
- 29 a. When entering into a transaction or contractual
30 relationship as described above, employees subject to
31 these guidelines will make the following inquiries to the
32 entity with whom they are contracting:
- 33 1) Does the business entity have a contractual
34 relationship with the Board for more than \$500?
- 35 2) Is the contracting individual a principal or
36 employee of an entity with a contractual
37 relationship with the Board for more than \$500?

- 1 b. If an affirmative answer is given to either inquiry
2 above, the employee will request from the Board
3 Attorney guidance on whether contracting with the
4 individual or entity would constitute a conflict of
5 interest pursuant to Code of Ethics for Public Officers
6 and Employees, or other statute or Board policy. The
7 Board Attorney will issue a written opinion or will refer
8 the employee to the Florida Commission on Ethics.
- 9 4. Clarification and opinions regarding the application of the
10 Code of Ethics for Public Officers and Employees can be
11 obtained at any time from the Florida Commission on Ethics.
- 12 D. No employee shall disclose or use information not available to
13 members of the general public and gained by reason of his/her
14 official position for his/her personal gain or benefit or for the
15 personal gain or benefit of any other person or business entity.
16 (F.S. 112.313(8))
- 17 E. Employees may not participate in the selection, award, or
18 administration of a contract if s/he has a real or apparent conflict of
19 interest. Such a conflict of interest would arise when the employee,
20 any member of his/her immediate family, his/her partner, or an
21 organization which employs or is about to employ any of the parties
22 described in this section, has a financial or other interest in or a
23 tangible personal benefit from a firm considered for a contract.
- 24 E.F. Employment After Termination
- 25 Employees are prohibited from personally representing another
26 person or entity or acting as an agent or attorney for compensation
27 in connection with any matter in which the District is interested for
28 two (2) years after the employees' service terminates.
29 (F.S. 112.313(9))
- 30 1. This restriction applies to all school senior level employees
31 classified as Managerial Exempt Personnel, Pay Grade 22 and
32 above, Dade County School Administrators Association, Pay
33 Grade 47 and above, and other equivalent positions.
- 34 2. Exception to this provision is provided by statute for the
35 purpose of collective bargaining, and may be granted to
36 former District employees who are employees or agents of
37 not-for-profit organizations, other governmental agencies or
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40 former District employees who are employees or agents of

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MIAMI-DADE COUNTY**

ADMINISTRATION
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- 1 those whose business relationship is determined by the Board
2 to be in the best interest of the District.
- 3 3. The District is prohibited from entering into any business
4 relations or continue an existing business relationship with
5 any person or entity determined to have engaged in a
6 violation of the restriction contained in this provision.
- 7 4. In addition to penalties outlined in Penalties below, penalties
8 for violation of this provision include a civil penalty equal to
9 the compensation that the employee received for the
10 prohibited conduct.

11 **Self-Reporting Requirement**

12 All employees, upon initial hire and annually thereafter, shall certify that they will
13 comply with this Board policy, and that they will self-report any relationship that
14 may implicate a potential conflict of interest or other violations of this policy. The
15 certification shall be submitted according to a process determined by the Office of
16 Human-Capital Management Resources.

17 **Penalties**

18 Penalties for violation of this rule and/or violations of the Code of Ethics include
19 dismissal from employment, suspension from employment for not more than
20 ninety (90) days without pay, demotion, reduction in salary level, forfeiture of no
21 more than one-third salary per month for no more than twelve (12) months, civil
22 penalty not to exceed \$10,000, restitution of any pecuniary benefits received
23 because of the violation committed, and/or public censure and reprimand.
24 (F.S. 112.317)

25 F.S. 112.313, 1006.32

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6 definitive rules to apply to different sets of circumstances or factual situations. In
7 any given situation, the full statutory language must be consulted for applicable
8 definitions, and for any exemptions.

9 Employees are required to comply with all provisions of the Code of Ethics, including
10 those provisions outlined below. This requirement discourages the appearance of
11 impropriety and the perception of undue influence upon the business functions of
12 the District.

13 This policy applies specifically to conflicts of interest. Other Board policies exist that
14 may also address an employee's particular issue or question. It is an employee's
15 responsibility to refer to and observe all Board policies that may be applicable to
16 his/her individual situation.

17 **Provisions**

18 A. Gifts

- 19 1. Employees are prohibited from soliciting or accepting
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25 any compensation, payment, or thing of value when s/he
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27 that it was given to influence an action in which the employee
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- 1 B. Misuse of Public Position
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3 No employee shall corruptly use or attempt to use his/her official
4 position or perform his/her official duties to secure a special
5 privilege, benefit, or exemption for himself/herself or others.
6 (F.S. 112.313(6))
- 7 C. Doing Business with the Board
- 8 1. No employee acting in his or her official capacity shall directly
9 or indirectly purchase, rent, or lease any goods or services for
10 the Board from any business entity of which the employee or
11 his/her spouse or child is an officer, partner, director or
12 proprietor, or in which such employee or his/her spouse or
13 child, or any combination of them, has a material interest.
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6 to be in the best interest of the District.
- 7 3. The District is prohibited from entering into any business
8 relations or continue an existing business relationship with
9 any person or entity determined to have engaged in a
10 violation of the restriction contained in this provision.
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12 for violation of this provision include a civil penalty equal to
13 the compensation that the employee received for the
14 prohibited conduct.

15 **Self-Reporting Requirement**

16 All employees, upon initial hire and annually thereafter, shall certify that they will
17 comply with this Board policy, and that they will self-report any relationship that
18 may implicate a potential conflict of interest or other violations of this policy. The
19 certification shall be submitted according to a process determined by the Office of
20 Human Resources Capital Management.

21 **Penalties**

22 Penalties for violation of this policy and/or violations of the Code of Ethics include
23 dismissal from employment, suspension from employment for not more than
24 ninety (90) days without pay, demotion, reduction in salary level, forfeiture of no
25 more than one-third salary per month for no more than twelve (12) months, civil
26 penalty not to exceed \$10,000, restitution of any pecuniary benefits received
27 because of the violation committed, and/or public censure and reprimand.
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29 F.S. 112.313, 1006.32

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1 B. Misuse of Public Position

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No employee shall corruptly use or attempt to use his/her official position or perform his/her official duties to secure a special privilege, benefit, or exemption for himself/herself or others. (F.S. 112.313(6))

7 C. Doing Business with the School Board

8 1. No employee acting in his or her official capacity shall directly
9 or indirectly purchase, rent, or lease any goods or services for
10 the Board from any business entity of which the employee or
11 his/her spouse or child is an officer, partner, director or
12 proprietor, or in which such employee or his/her spouse or
13 child, or any combination of them, has a material interest.
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16 Employees should review F.S. 112.313(12) for exemptions
17 that may be applicable to their particular situations.

18 3. Guidelines for Avoidance of Conflict of Interest

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20 To avoid conflicts of interests or the appearance of conflicts as
21 it relates to personal purchases or private contracting, Board
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35 2) Is the contracting individual a principal or
36 employee of an entity with a contractual
37 relationship with the Board for more than \$500?

- 1 b. If an affirmative answer is given to either inquiry
2 above, the employee will request from the Board
3 Attorney guidance on whether contracting with the
4 individual or entity would constitute a conflict of
5 interest pursuant to Code of Ethics for Public Officers
6 and Employees, or other statute or Board policy. The
7 Board Attorney will issue a written opinion or will refer
8 the employee to the Florida Commission on Ethics.
- 9 4. Clarification and opinions regarding the application of the
10 Code of Ethics for Public Officers and Employees can be
11 obtained at any time from the Florida Commission on Ethics.
- 12 D. No employee shall disclose or use information not available to
13 members of the general public and gained by reason of his/her
14 official position for his/her personal gain or benefit or for the
15 personal gain or benefit of any other person or business entity.
16 (F.S. 112.313(8))
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- 18 E. Employees may not participate in the selection, award, or
19 administration of a contract if s/he has a real or apparent conflict of
20 interest. Such a conflict of interest would arise when the employee,
21 any member of his/her immediate family, his/her partner, or an
22 organization which employs or is about to employ any of the parties
23 described in this section, has a financial or other interest in or a
24 tangible personal benefit from a firm considered for a contract.
- 25 ~~EE.~~ Employment After Termination
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- 27 Employees are prohibited from personally representing another
28 person or entity or acting as an agent or attorney for compensation
29 in connection with any matter in which the District is interested for
30 two (2) years after the Board employees' service terminates.
31 (F.S. 112:313(9))
- 32 1. This restriction applies to all school senior level employees
33 classified as Managerial Exempt Personnel, Pay Grade 22 and
34 above, Dade County School Administrators Association, Pay
35 Grade 47 and above, and other equivalent positions.
- 36 2. Exception to this provision is provided by statute for the
37 purpose of collective bargaining, and may be granted to
38 former District employees who are employees or agents of
39 not-for-profit organizations, other governmental agencies or

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1 those whose business relationship is determined by the Board
2 to be in the best interest of the District.

3 3. The District is prohibited from entering into any business
4 relations or continue an existing business relationship with
5 any person or entity determined to have engaged in a
6 violation of the restriction contained in this provision.

7 4. In addition to penalties outlined below, penalties for violation
8 of this provision include a civil penalty equal to the
9 compensation that the employee received for the prohibited
10 conduct.

11 **Self-Reporting Requirement**

12 All employees, upon initial hire and annually thereafter, shall certify that they will
13 comply with this policy, and that they will self-report any relationship that may
14 implicate a potential conflict of interest or other violations of this policy. The
15 certification shall be submitted according to a process determined by the Office of
16 Human Resources Capital Management.

17 **Penalties**

18 Penalties for violation of this policy and/or violations of the Code of Ethics include
19 dismissal from employment, suspension from employment for not more than
20 ninety (90) days without pay, demotion, reduction in salary level, forfeiture of no
21 more than one-third salary per month for no more than twelve (12) months, civil
22 penalty not to exceed \$10,000, restitution of any pecuniary benefits received
23 because of the violation committed, and/or public censure and reprimand.
24 (F.S. 112.317)

25 F.S. 112.313, 1006.32

1

STANDARDS OF ETHICAL CONDUCT

2 All employees are representatives of the District and shall conduct themselves, both
3 in their employment and in the community, in a manner that will reflect credit upon
4 themselves and the school system.

5 A. An administrator shall:

- 6 1. keep current in their subject area through attendance at
7 professional meetings, acquaintance with professional
8 publications, and participation in inservice activities;
- 9 2. make a reasonable effort to protect the student from
10 conditions harmful to learning and/or to the student's mental
11 and/or physical health and/or safety;
- 12 3. not unreasonably restrain a student from independent action
13 in pursuit of learning;
- 14 4. not unreasonably deny a student access to diverse points of
15 view;
- 16 5. not intentionally suppress or distort subject matter relevant
17 to a student's academic program;
- 18 6. not intentionally expose a student to unnecessary
19 embarrassment or disparagement;
- 20 7. not intentionally violate or deny a student's legal rights;
- 21 8. not harass or discriminate against any student on any basis
22 prohibited by law or the Board and shall make reasonable
23 efforts to assure that each student is protected from
24 harassment or discrimination;
- 25 9. not exploit a relationship with a student for personal gain or
26 advantage;

- 1 10. keep confidential personally identifiable information obtained
2 in the course of professional service, unless disclosure serves
3 professional purposes or is required by law;
- 4 11. take reasonable precautions to distinguish between personal
5 views and those of any educational institution or organization
6 with which the individual is affiliated;
- 7 12. not intentionally distort or misrepresent facts concerning an
8 educational matter in direct or indirect public expression;
- 9 13. not use institutional privileges for personal gain or advantage;
10 (see also Policy 1129, Conflict of Interest)
- 11 14. accept no gratuity, gift, or favor that might influence
12 professional judgment; (see also Policy 1129, Conflict of
13 Interest)
- 14 Pursuant to F.S. 112.313, no administrator shall solicit or
15 accept anything of value including a gift (see F.S. 112.312),
16 loan, reward, promise of future employment, favor, or service
17 based upon an understanding that the vote, official action, or
18 judgment of the administrator would be influenced thereby.
19
- 20 15. offer no gratuity, gift, or favor to obtain special advantages;
21 (see also Policy 1129, Conflict of Interest)
- 22 16. maintain honesty in all professional dealings;
- 23 17. maintain, prepare, and submit promptly all reports that may
24 be required by State law, State Department of Education
25 rules, Board policies, and administrative directives;
- 26 18. not deny a colleague professional benefits, advantages, or
27 participation in any professional organization based on any
28 basis prohibited by law or the Board;
- 29 19. not interfere with a colleague's exercise of political or civil
30 rights and responsibilities;
- 31 20. not engage in harassment or discriminatory conduct which
32 unreasonably interferes with an individual's performance of
33 professional or work responsibilities or with the orderly
34 processes of education or which creates a hostile,
35 intimidating, abusive, offensive, or oppressive environment;

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- 1 and, further, shall make reasonable efforts to assure that
2 each individual is protected from such harassment or
3 discrimination;
- 4 21. not use abusive and/or profane language or display unseemly
5 conduct in the workplace;
- 6 22. not make malicious or intentionally false statements about a
7 colleague;
- 8 23. not use coercive means or promise special treatment to
9 influence professional judgments of colleagues;
- 10 24. not misrepresent one's own professional qualifications;
- 11 25. not submit fraudulent information on any document in
12 connection with professional activities;
- 13 26. not make any fraudulent statement or fail to disclose a
14 material fact in one's own or another's application for a
15 professional position;
- 16 27. not withhold information regarding a position from an
17 applicant or misrepresent an assignment or conditions of
18 employment;
- 19 28. provide upon the request of a certificated individual a written
20 statement of specific reason for recommendations that lead to
21 the denial of increments, significant changes in employment,
22 or termination of employment;
- 23 29. not assist entry into or continuance in the profession of any
24 person known to be unqualified in accordance with these
25 Principles of Professional Conduct for the Education
26 Profession in Florida and other applicable Florida statutes
27 and State Board of Education rules;
- 28 30. self-report within forty-eight (48) hours to appropriate
29 authorities any arrest and final dispositions of such arrest
30 other than minor traffic violations. (DUI is not considered a
31 minor traffic violation.);
- 32
33 Administrators shall also self-report any conviction, finding of
34 guilt, withholding of adjudication, commitment to a pretrial
35 diversion program, or entering of a plea of guilty or Nolo
36 Contendere for any criminal offense other than a minor traffic
37 violation within forty-eight (48) hours after the final
38 judgment.

- 1 31. report any criminal act, and/or disruptive, and/or
2 inappropriate behavior to the administrator or designee to
3 whom the employee is responsible;
4
5 Allegations of child abuse and/or neglect MUST also be
6 reported, immediately upon knowledge, to the Florida
7 Department of Children and Families at 1-800-96ABUSE
8 (1-800-962-2873), to School Police at 305-995-COPS
9 (305-995-2677), and the site administrator. Failure to
10 immediately report child abuse and/or neglect to the proper
11 authorities will lead to disciplinary action.
- 12 32. report to appropriate authorities any known allegation of a
13 violation of the Florida School Code or State Board of
14 Education rules as defined in F.S. 1012.795(1);
- 15 33. seek no reprisal against any individual who has reported any
16 allegation of a violation of the Florida School Code or State
17 Board of Education rules as defined in F.S. 1012.795(1);
- 18 34. comply with the conditions of an order of the Education
19 Practices Commission imposing probation, imposing a fine, or
20 restricting the authorized scope of practice;
- 21 35. as the supervising administrator, cooperate with the
22 Education Practices Commission in monitoring the probation
23 of a subordinate.
- 24 B. No staff member shall have any interest, financial or otherwise,
25 direct or indirect; engage in any business transaction or professional
26 activity; or incur any obligation of any nature ~~which~~that is in
27 substantial conflict with the proper discharge of his/her duties in
28 the public interest. (see also Policy 1129, Conflict of Interest)
- 29 All administrators shall be required to complete training on these standards upon
30 employment and annually thereafter.

31 | F.S. 112.312, 112.313, 1001.42(6), 1012.23, 1012.795(1)
32 | F.A.C. 6B-1.001, 6B-1.006

1

STANDARDS OF ETHICAL CONDUCT

2 All employees are representatives of the District and shall conduct themselves, both
3 in their employment and in the community, in a manner that will reflect credit upon
4 themselves and the school system.

5

A. An instructional staff member shall:

6

1. teach efficiently and faithfully, using the books and materials
7 required, following the prescribed courses of study, and
8 employing approved methods of instruction as provided by
9 law and by the rules of the State Department of Education;

10

2. keep current in their subject area through attendance at
11 professional meetings, acquaintance with professional
12 publications, and participation in inservice activities;

13

3. make a reasonable effort to protect the student from
14 conditions harmful to learning and/or to the student's mental
15 and/or physical health and/or safety;

16

4. not unreasonably restrain a student from independent action
17 in pursuit of learning;

18

5. not unreasonably deny a student access to diverse points of
19 view;

20

6. not intentionally suppress or distort subject matter relevant
21 to a student's academic program;

22

7. not intentionally expose a student to unnecessary
23 embarrassment or disparagement;

24

8. not intentionally violate or deny a student's legal rights;

25

9. not harass or discriminate against any student on any basis
26 prohibited by law or the Board and shall make reasonable
27 efforts to assure that each student is protected from
28 harassment or discrimination;

- 1 10. not exploit a relationship with a student for personal gain or
2 advantage;
- 3 11. keep confidential personally identifiable information obtained
4 in the course of professional service, unless disclosure serves
5 professional purposes or is required by law;
- 6 12. take reasonable precautions to distinguish between personal
7 views and those of any educational institution or organization
8 with which the individual is affiliated;
- 9 13. not intentionally distort or misrepresent facts concerning an
10 educational matter in direct or indirect public expression;
- 11 14. not use institutional privileges for personal gain or advantage;
12 (see also Policy 3129, Conflict of Interest)
- 13 15. accept no gratuity, gift, or favor that might influence
14 professional judgment; (see also Policy 3129, Conflict of
15 Interest)
- 16 Pursuant to F.S. 112.313, no instructional staff member shall
17 solicit or accept anything of value including a gift (see F.S.
18 112.312), loan, reward, promise of future employment, favor,
19 or service based upon an understanding that the vote, official
20 action, or judgment of the instructional staff member would
21 be influenced thereby.
22
- 23 16. offer no gratuity, gift, or favor to obtain special advantages;
24 (see also Policy 3129, Conflict of Interest)
- 25 17. maintain honesty in all professional dealings;
- 26 18. maintain, prepare, and submit promptly all reports that may
27 be required by State law, State Department of Education
28 rules, Board rules, and administrative directives;
- 29 19. not deny a colleague professional benefits, advantages, or
30 participation in any professional organization on any basis
31 prohibited by law or the Board;
- 32 20. not interfere with a colleague's exercise of political or civil
33 rights and responsibilities;

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- 1 21. not use abusive and/or profane language or display unseemly
2 conduct in the workplace;
- 3 22. not engage in harassment or discriminatory conduct which
4 unreasonably interferes with an individual's performance of
5 professional or work responsibilities or with the orderly
6 processes of education or which creates a hostile,
7 intimidating, abusive, offensive, or oppressive environment;
8 and, further, shall make reasonable efforts to assure that
9 each individual is protected from such harassment or
10 discrimination;
- 11 23. not make malicious or intentionally false statements about a
12 colleague;
- 13 24. not use coercive means or promise special treatment to
14 influence professional judgments of colleagues;
- 15 25. not misrepresent one's own professional qualifications;
- 16 26. not submit fraudulent information on any document in
17 connection with professional activities;
- 18 27. not make any fraudulent statement or fail to disclose a
19 material fact in one's own or another's application for a
20 professional position;
- 21 28. not withhold information regarding a position from an
22 applicant or misrepresent an assignment or conditions of
23 employment;
- 24 29. provide upon the request of a certificated individual a written
25 statement of specific reason for recommendations that lead to
26 the denial of increments, significant changes in employment,
27 or termination of employment;
- 28 30. not assist entry into or continuance in the profession of any
29 person known to be unqualified in accordance with these
30 Principles of Professional Conduct for the Education
31 Profession in Florida and other applicable Florida statutes
32 and State Board of Education rules;

- 1 31. self-report within forty-eight (48) hours to appropriate
2 authorities any arrest and final dispositions of such arrest
3 other than minor traffic violations; (DUI is not considered a
4 minor traffic violation.)
5
6 Instructional staff members shall self-report any conviction,
7 finding of guilt, withholding of adjudication, commitment to a
8 pretrial diversion program, or entering of a plea of guilty or
9 Nolo Contendere for any criminal offense other than a minor
10 traffic violation within forty-eight (48) hours after the final
11 judgment.
- 12 32. report to appropriate authorities any known allegation of a
13 violation of the Florida School Code or State Board of
14 Education rules as defined in F.S. 1012.795(1);
- 15 33. report any criminal act, and/or disruptive, and/or
16 inappropriate behavior to the administrator or designee to
17 whom the employee is responsible;
18
19 Allegations of child abuse and/or neglect MUST also be
20 reported, immediately upon knowledge, to the Florida
21 Department of Children and Families at 1-800-96ABUSE
22 (1-800-962-2873), to School Police at 305-995-COPS
23 (305-995-2677), and the site administrator. Failure to
24 immediately report child abuse and/or neglect to the proper
25 authorities will lead to disciplinary action.
- 26 34. seek no reprisal against any individual who has reported any
27 allegation of a violation of the Florida School Code or State
28 Board of Education rules as defined in F.S. 1012.795(1);
- 29 35. comply with the conditions of an order of the Education
30 Practices Commission imposing probation, imposing a fine, or
31 restricting the authorized scope of practice;

- 1 36. as the supervising administrator, cooperate with the
2 Education Practices Commission in monitoring the probation
3 of a subordinate.
- 4 B. No staff member shall have any interest, financial or otherwise,
5 direct or indirect; engage in any business transaction or professional
6 | activity; or incur any obligation of any nature ~~which~~that is in
7 | conflict with the proper discharge of his/her duties in the public
8 | interest. (see also Policy 3129, Conflict of Interest)
- 9 C. All instructional staff members shall be required to complete
10 training on these standards upon employment and annually
11 thereafter.

12 | F.S. 112.312, 112.313, 1001.42(6), 1012.23, 1012.795(1)
13 | F.A.C. 6B-1.001, 6B-1.006

1

STANDARDS OF ETHICAL CONDUCT

2 All employees are representatives of the District and shall conduct themselves, both
3 in their employment and in the community, in a manner that will reflect credit upon
4 themselves and the school system.

5 | A support staff member ~~with direct access to students~~ shall:

6 | A~~1~~. make a reasonable effort to protect the student from conditions
7 | harmful to learning and/or to the student's mental and/or physical
8 | health and/or safety.

9 | B~~2~~. not unreasonably restrain a student from independent action in
10 | pursuit of learning.

11 | C~~3~~. not intentionally expose a student to unnecessary embarrassment or
12 | disparagement.

13 | D~~4~~. not intentionally violate or deny a student's legal rights.

14 | E~~5~~. not harass or discriminate against any student on any basis
15 | prohibited by law or the Board and shall make reasonable efforts to
16 | assure that each student is protected from harassment or
17 | discrimination.

18 | F~~6~~. not exploit a relationship with a student for personal gain or
19 | advantage.

20 | G~~7~~. keep in confidence personally identifiable information obtained in
21 | the course of professional service, unless disclosure serves
22 | professional purposes or is required by law.

23 | H~~8~~. not intentionally distort or misrepresent facts concerning an
24 | educational matter in direct or indirect public expression.

25 | I~~9~~. not use institutional privileges for personal gain or advantage. (see
26 | also Policy 4129, Conflict of Interest)

27 | J~~10~~. accept no gratuity, gift, or favor that might influence judgment. (see
28 | also Policy 4129, Conflict of Interest)

29 |
30 | Pursuant to F.S. 112.313, no support staff member shall solicit or
31 | accept anything of value including a gift (see F.S. 112.312), loan,

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- 1 | reward, promise of future employment, favor, or service based upon
2 | an understanding that the vote, official action, or judgment of the
3 | support staff member would be influenced thereby.
- 4 | ~~K~~11. offer no gratuity, gift, or favor to obtain special advantages. (see also
5 | Policy 4129, Conflict of Interest)
- 6 | ~~L~~12. maintain honesty in all dealings.
- 7 | ~~M~~13. not interfere with another District employee's exercise of political or
8 | civil rights and responsibilities.
- 9 | ~~N~~14. not engage in harassment or discriminatory conduct which
10 | unreasonably interferes with an individual's performance of work
11 | responsibilities or with the orderly processes of education or which
12 | creates a hostile, intimidating, abusive, offensive, or oppressive
13 | environment; and, further, shall make reasonable efforts to assure
14 | that each individual is protected from such harassment or
15 | discrimination.
- 16 | ~~O~~15. not make malicious or intentionally false statements about another
17 | District employee.
- 18 | ~~P~~16. not misrepresent one's qualifications.
- 19 | ~~Q~~17. not submit fraudulent information on any document in connection
20 | with employment.
- 21 | ~~R~~18. not make any fraudulent statement or fail to disclose a material fact
22 | in one's own or another's application for employment.
- 23 | ~~S~~19. not use abusive and/or profane language or display unseemly
24 | conduct in the workplace.
- | ~~T~~20. report any criminal act, and/or disruptive, and/or inappropriate
behavior to the administrator or designee to whom the employee is
responsible. Allegations of child abuse and/or neglect MUST also be
reported, immediately upon knowledge, to the Florida Department of Children
and Families at 1-800-96ABUSE (1-800-962-2873), AND to the School Police
at 305-995-COPS (305-995-2677). Failure to immediately report child abuse
and/or neglect to the proper authorities will lead to disciplinary action.
- 25 | No support staff member shall have any interest, financial or otherwise, direct or
26 | indirect; engage in any business transaction or professional activity; or incur any
27 | obligation of any nature ~~which~~that is in substantial conflict with the proper
28 | discharge of his/her duties in the public interest. (see also Policy 4129, Conflict of
29 | Interest)
30 |

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1 All support staff members who have direct access to students shall be required to
2 complete training on these standards upon employment and annually thereafter.

3 | F.S. 112.312, 112.313, 1001.42(6), 1012.23, 1012.795(1)
4 F.A.C. 6B-1.001, 6B-1.006

1

ANTI-DISCRIMINATION/HARASSMENT

2 The School Board shall comply with all Federal laws and regulations prohibiting
3 discrimination and with all requirements and regulations of the U.S. Department of
4 Education. The Board shall maintain an educational and work environment which
5 is free from all forms of discrimination/harassment, including sexual harassment.
6 This commitment applies to all District operations, programs, and activities. All
7 students, administrators, teachers, staff, and all other school personnel share
8 responsibility for avoiding, discouraging, and reporting any form of prohibited
9 harassment. This policy applies to prohibited conduct occurring on school property,
10 or at another location if such conduct occurs during an activity sponsored by the
11 Board.

12 The Board will vigorously enforce its prohibition against discrimination/harassment
13 based on sex, race, color, ethnic or national origin, citizenship status, religion,
14 marital status, disability, genetic information, age, political beliefs, sexual
15 orientation, gender, gender identification, social and family background, linguistic
16 preference, pregnancy, and any other legally prohibited basis. Retaliation against an
17 employee or student for engaging in a protected activity is prohibited.

18 The District community, as well as third parties, who feel aggrieved are encouraged
19 to seek assistance to rectify the problems. An employee who has a reasonable and
20 good-faith belief that s/he has been the subject of discrimination/harassment based
21 on the protected categories shall communicate in writing to the Board according to
22 the District's anti-discrimination/harassment complaint procedure rule. No
23 anonymous complaints shall be accepted or processed. The Board will investigate
24 allegations of discrimination/harassment and in those cases where legally
25 prohibited discrimination or harassment is substantiated, the Board will take
26 immediate steps to end the discrimination/harassment. Individuals who are found
27 to have engaged in discrimination/harassment will be subject to appropriate
28 disciplinary action.

29 "District community" means students, administrators, teachers, staff, and all other
30 school personnel, including Board members, agents, or other persons subject to the
31 control and supervision of the Board.

1 "Third parties" include, but are not limited to, guests and/or visitors on District
2 property (e.g., visiting speakers, participants on opposing athletic teams, parents),
3 vendors doing business with, or seeking to do business with, the Board, and other
4 individuals who come in contact with members of the District community at school-
5 related events/activities (whether on or off District property).

6 **Other Violations**

7 The Board will also take immediate steps to discipline individuals for:

- 8 A. Retaliating against a person who has made a report or filed a
9 complaint alleging unlawful discrimination/harassment, or who has
10 participated as a witness in a discrimination/harassment
11 investigation.
- 12 B. Filing a malicious or knowingly false report or complaint of
13 harassment.
- 14 C. Disregarding, failing to investigate adequately, or delaying
15 investigation of allegations of prohibited discrimination/harassment,
16 when responsibility for reporting and/or investigating unlawful
17 harassment charges comprises part of one's supervisory duties.

18 The Superintendent shall appoint a compliance officer whose responsibility will be to
19 require that Federal and State regulations related to employees are complied with
20 and that any complaints are dealt with promptly in accordance with law. The Board
21 will provide proper notice of nondiscrimination for Title II, Title VI, and Title VII of
22 the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972,
23 Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of
24 1990, the anti-discrimination provisions of the Immigration and Nationality Act, and
25 the Age Discrimination in Employment Act, ~~will be provided~~ to staff members and
26 the general public. Any sections of the District's collectively-bargained agreements
27 dealing with hiring, promotion, and tenure will contain a statement of
28 nondiscrimination similar to that in the Board's statement above.

In accordance with U.S.C. Section 1324b(6) of the Immigration and Nationality Act (INA) and the goal of preventing discrimination on the basis of an individual's national origin or citizenship status, school district personnel are prohibited from (i) requesting employment eligibility verification documents from any applicant for employment prior to making an offer of employment, (ii) discriminating on the basis of citizenship status or national origin during the employment eligibility verification process, and (iii) discriminating against individuals on the basis of citizenship status or national origin during the employee recruitment, hiring, and terminating processes.

1 **Definitions**

2 Definitions of the protected categories can be found in the CRC webpage at
3 http://crc.dadeschools.net/pro_categories.asp.

4 **Reports and Complaints of Discrimination or Harassing Conduct**

5
6 Complaints of employment discrimination on the basis of citizenship status or unfair
7 documentary practices may be filed with the United States Department of Justice,
8 Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair
9 Employment Practices, within 180 days of the alleged discriminatory act. For
10 information or to file a charge, contact 1-800-255-7688 [Voice], 1-800-237-2515
11 [TTY] or <http://www.justice.gov/crt/about/osc>.

12
13 Members of the District community and third parties must promptly report
14 incidents of discriminatory or harassing conduct to their supervisor or the Office of
15 Civil Rights Compliance (CRC) so that the Board may address the conduct before it
16 becomes severe, pervasive, or persistent.

17 Members of the District community or third parties who believe they have been
18 unlawfully harassed by another member of the District community or a third party
19 are entitled to utilize the Board's complaint process in Policy 1362.02. A complaint
20 must be submitted within 300 calendar days of the alleged discriminatory act(s).
21 Individuals should make every effort to present a complaint as soon as possible after
22 the conduct occurs while the facts are known and potential witnesses are available
23 and to eliminate of the conduct in question. Initiating a complaint will not adversely
24 affect the complaining individual's employment or participation in educational or
25 extra-curricular programs unless the complaining individual makes the complaint
26 maliciously or with knowledge that it is false. No anonymous complaints shall be
27 accepted or processed.

28
29 The complaint process in Policy 1362.02 is not intended to interfere with the right to
30 pursue a complaint of prohibited harassment/discrimination with the United States
31 Department of Education, Office of Civil Rights, the Florida Civil Rights Commission,
32 the Equal Employment Opportunity Commission, or the United States Department

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1 of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related
2 Unfair Employment Practices.

3 **Process for Addressing Complaints of Discrimination/Harassment**

4 The process to provide members of the District community who have a good faith
5 belief that they are being discriminated/harassed is in Policy 1362.02. Once the
6 complaint process is begun, the investigation will be completed in a timely manner
7 (ordinarily, within thirty (30) calendar days of the complaint being received).

8 The processes for making a charge of discrimination/harassment, for investigating
9 claims of discrimination/harassment, and for rendering a decision regarding
10 whether the claim of prohibited harassment was substantiated are in
11 Policy 1362.02. Information about this policy and Policy 1362.02 will be readily
12 available to all members of the District community and posted in appropriate places
13 throughout the District.

14
15 Information regarding where and how to file complaints of sexual and other forms of
16 discrimination/harassment will be distributed annually through the parent and staff
17 handbooks and published on the District's web site and other locations required by
18 law.

19 Any teacher, administrator, coach, or other school authority who engages in sexual
20 conduct with a student may also be guilty of a crime.

21 **Confidentiality**

22 The District will make reasonable efforts to maintain the confidentiality of the
23 parties involved in an investigation of discrimination/harassment during the course
24 of the investigation. Confidentiality, however, cannot be guaranteed. All public
25 records created as part of an investigation of a complaint of prohibited
26 discrimination/harassment will be maintained by the Compliance Officer in
27 accordance with State law and the Board's records retention policy. Records of an
28 ongoing investigation shall remain confidential and not subject to disclosure
29 pursuant to F.S. Chapter 119 until a final determination is made on the case.

30 ~~The complaint process in Policy 1362.02 is not intended to interfere with the rights~~
31 ~~of a member of the School District community or a third party to pursue a complaint~~
32 ~~of prohibited harassment with the United States Department of Education, Office for~~
33 ~~Civil Rights, the Florida Civil Rights Commission, or the Equal Employment~~
34 ~~Opportunity Commission.~~

35 **Sanctions and Monitoring**

36 The Board shall vigorously enforce its prohibitions against prohibited harassment.
37 While observing the principles of due process, a violation of this policy may result in
38 disciplinary action up to and including the discharge of an employee. All

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1 disciplinary action will be taken according to applicable State law and the terms of
2 the applicable collective bargaining agreement(s). When imposing discipline, the
3 totality of the circumstances involved in the matter will be considered. In those
4 cases where prohibited discrimination/harassment is not substantiated, the Board
5 may consider whether the alleged conduct nevertheless warrants discipline in
6 accordance with other Board policies, consistent with the terms of the applicable
7 collective bargaining agreement(s).

8 Where the Board becomes aware that a prior remedial action has been taken against
9 a member of the District community, all subsequent sanctions imposed by the
10 Board and/or Superintendent shall be reasonably calculated to eliminate such
11 conduct in the future.

12 **Education and Training**

13 The Superintendent shall provide appropriate training to members of the District
14 community to implement this policy and Policy 1362.02.

15 F.S. 110.1221, 760.01, 760.10, 1000.05, 1006.07

16 | 8 U.S.C. 1324b

17 42 U.S.C. 2000d et seq.

18 42 U.S.C. 2000e et seq.

19 29 U.S.C. 621 et seq.

20 29 U.S.C. 794

21 29 C.F.R. Part 1635

22 42 U.S.C. 12101 et seq.

23 20 U.S.C. 1681 et seq.

24 42 U.S.C. 1983

25 42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

26 National School Boards Association Inquiry and Analysis - May 2008

1 "Third parties" include, but are not limited to, guests and/or visitors on District
2 property (e.g., visiting speakers, participants on opposing athletic teams, parents),
3 vendors doing business with, or seeking to do business with, the Board, and other
4 individuals who come in contact with members of the District community at school-
5 related events/activities (whether on or off District property).

6 **Other Violations**

7 The Board will also take immediate steps to discipline individuals for:

- 8 A. retaliating against a person who has made a report or filed a
9 complaint alleging unlawful discrimination/harassment, or who has
10 participated as a witness in a discrimination/harassment
11 investigation;
- 12 B. filing a malicious or knowingly false report or complaint of
13 harassment;
- 14 C. disregarding, failing to investigate adequately, or delaying
15 investigation of allegations of prohibited discrimination/harassment,
16 when responsibility for reporting and/or investigating unlawful
17 harassment charges comprises part of one's supervisory duties.

18 The Superintendent shall appoint a compliance officer whose responsibility will be to
19 require that Federal and State regulations related to employees are complied with
20 and that any complaints are dealt with promptly in accordance with law. The Board
21 will provide proper notice of nondiscrimination for Title II, Title VI, and Title VII of
22 the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972,
23 Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of
24 1990, the anti-discrimination provisions of the Immigration and Nationality Act, and
25 the Age Discrimination in Employment Act, ~~will be provided~~ to staff members and
26 the general public. Any sections of the District's collectively-bargained agreements
27 dealing with hiring, promotion, and tenure will contain a statement of
28 nondiscrimination similar to that in the Board's statement above.

In accordance with U.S.C. Section 1324b(6) of the Immigration and Nationality Act (INA) and the goal of preventing discrimination on the basis of an individual's national origin or citizenship status, school district personnel are prohibited from (i) requesting employment eligibility verification documents from any applicant for employment prior to making an offer of employment, (ii) discriminating on the basis of citizenship status or national origin during the employment eligibility verification process, and (iii) discriminating against individuals on the basis of citizenship status or national origin during the employee recruitment, hiring, and terminating processes.

1 **Definitions**

2 Definitions of the protected categories can be found in the CRC webpage at
3 http://crc.dadeschools.net/pro_categories.asp.

4 **Reports and Complaints of Discrimination or Harassing Conduct**

5 Complaints of employment discrimination on the basis of citizenship status or unfair
6 documentary practices may be filed with the United States Department of Justice,
7 Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair
8 Employment Practices, within 180 days of the alleged discriminatory act. For
9 information or to file a charge, contact 1-800-255-7688 [Voice], 1-800-237-2515
10 [TTY] or <http://www.justice.gov/crt/about/osc>.

11
12 Members of the District community and third parties must promptly report
13 incidents of discriminatory or harassing conduct to their supervisor or the Office of
14 Civil Rights Compliance (CRC) so that the Board may address the conduct before it
15 becomes severe, pervasive, or persistent.

16 Members of the District community or third parties who believe they have been
17 unlawfully harassed by another member of the District community or a third party
18 are entitled to utilize the Board's complaint process in Policy 3362.02. A complaint
19 must be submitted within 300 calendar days of the alleged discriminatory act(s).
20 Individuals should make every effort to present a complaint as soon as possible after
21 the conduct occurs while the facts are known and potential witnesses are available
22 and to eliminate of the conduct in question. Initiating a complaint will not adversely
23 affect the complaining individual's employment or participation in educational or
24 extra-curricular programs unless the complaining individual makes the complaint
25 maliciously or with knowledge that it is false. No anonymous complaints shall be
26 accepted or processed.

27
28 The complaint process in Policy 1362.02 is not intended to interfere with the right to
29 pursue a complaint of prohibited harassment/discrimination with the United States
30 Department of Education, Office of Civil Rights, the Florida Civil Rights Commission,
31 the Equal Employment Opportunity Commission, or the United States Department

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1 of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related
2 Unfair Employment Practices.

3 **Process for Addressing Complaints of Discrimination/Harassment**

4 The process to provide members of the District community who have a good faith
5 belief that they are being discriminated/harassed is in Policy 3362.02. Once the
6 complaint process is begun, the investigation will be completed in a timely manner
7 (ordinarily, within thirty (30) calendar days of the complaint being received).

8 The processes for making a charge of discrimination/harassment, a process for
9 investigating claims of discrimination/harassment, and a process for rendering a
10 decision regarding whether the claim of prohibited harassment was substantiated
11 are in Policy 3362.02. Information about this policy and Policy 3362.02 will be
12 readily available to all members of the District community and posted in appropriate
13 places throughout the District.

14 Information regarding where and how to file complaints of sexual and other forms of
15 discrimination/harassment will be distributed annually through the parent and staff
16 handbooks and published on the District's web site and in any other location
17 required by law.

18 Any teacher, administrator, coach, or other school authority who engages in sexual
19 conduct with a student may also be guilty of a crime.

20 **Confidentiality**

21 The District will make reasonable efforts to maintain the confidentiality of the
22 parties involved in an investigation of discrimination/harassment during the course
23 of the investigation. Confidentiality, however, cannot be guaranteed. All public
24 records created as part of an investigation of a complaint of prohibited
25 discrimination/harassment will be maintained by the Compliance Officer in
26 accordance with State law and the Board's records retention policy. Records of an
27 ongoing investigation shall remain confidential and not subject to disclosure
28 pursuant to F.S. Chapter 119 until a final determination is made on the case.

29 ~~The complaint process in Policy 3362.02 is not intended to interfere with the rights~~
30 ~~of a member of the District community or a third party to pursue a complaint of~~
31 ~~prohibited harassment with the United States Department of Education, Office for~~
32 ~~Civil Rights, the Florida Civil Rights Commission, or the Equal Employment~~
33 ~~Opportunity Commission.~~

34 **Sanctions and Monitoring**

35 The Board shall vigorously enforce its prohibitions against prohibited harassment.
36 While observing the principles of due process, a violation of this policy may result in
37 disciplinary action up to and including the discharge of an employee. All
38 disciplinary action will be taken according to applicable State law and the terms of

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1 the applicable collective bargaining agreement(s). When imposing discipline, the
2 totality of the circumstances involved in the matter will be considered. In those
3 cases where prohibited discrimination/harassment is not substantiated, the Board
4 may consider whether the alleged conduct nevertheless warrants discipline in
5 accordance with other Board policies, consistent with the terms of the applicable
6 collective bargaining agreement(s).

7 Where the Board becomes aware that a prior remedial action has been taken against
8 a member of the District community, all subsequent sanctions imposed by the
9 Board and/or Superintendent shall be reasonably calculated to eliminate such
10 conduct in the future.

11 **Education and Training**

12 The Superintendent shall provide appropriate training to members of the District
13 community to implement this policy and Policy 3362.02.

14 F.S. 110.1221, 760.01, 760.10, 1000.05

15 | 8 U.S.C. 1324b

16 42 U.S.C. 2000d et seq.

17 42 U.S.C. 2000e et seq.

18 29 U.S.C. 621 et seq.

19 29 U.S.C. 794

20 29 C.F.R. Part 1635

21 42 U.S.C. 12101 et seq.

22 20 U.S.C. 1681 et seq.

23 42 U.S.C. 1983

24 42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

25 National School Boards Association Inquiry and Analysis - May 2008

1

ANTI-DISCRIMINATION/HARASSMENT

2 The School Board shall comply with all Federal laws and regulations prohibiting
3 discrimination and with all requirements and regulations of the U.S. Department of
4 Education. The Board shall maintain an educational and work environment which
5 is free from all forms of discrimination/harassment, including sexual harassment.
6 This commitment applies to all District operations, programs, and activities. All
7 students, administrators, teachers, staff, and all other school personnel share
8 responsibility for avoiding, discouraging, and reporting any form of prohibited
9 harassment. This policy applies to prohibited conduct occurring on school property,
10 or at another location if such conduct occurs during an activity sponsored by the
11 Board.

12 The Board will vigorously enforce its prohibition against discrimination/harassment
13 based on sex, race, color, ethnic or national origin, citizenship status, religion,
14 marital status, disability, genetic information, age, political beliefs, sexual
15 orientation, gender, gender identification, social and family background, linguistic
16 preference, pregnancy, and any other legally prohibited basis. Retaliation against an
17 employee, or student for engaging in a protected activity is prohibited.

18 The District community as well as third parties who feel aggrieved are encouraged to
19 seek assistance to rectify the problems. An employee who has a reasonable and
20 good-faith belief that s/he has been the subject of discrimination/harassment based
21 on the protected categories shall communicate in writing to the Board according to
22 the District's anti-discrimination/harassment complaint procedure rule. No
23 anonymous complaints shall be accepted or processed. The Board will investigate
24 allegations of discrimination/harassment and in those cases where legally
25 prohibited discrimination or harassment is substantiated, the Board will take
26 immediate steps to end the discrimination/harassment. Individuals who are found
27 to have engaged in discrimination/harassment will be subject to appropriate
28 disciplinary action.

29 "District community" means students, administrators, teachers, staff, and all other
30 school personnel, including Board members, agents, or other persons subject to the
31 control and supervision of the Board.

1 "Third parties" include, but are not limited to, guests and/or visitors on District
2 property (e.g., visiting speakers, participants on opposing athletic teams, parents),
3 vendors doing business with, or seeking to do business with, the Board, and other
4 individuals who come in contact with members of the District community at school-
5 related events/activities (whether on or off District property).

6 **Other Violations**

7 The Board will also take immediate steps to discipline individuals for:

- 8 A. retaliating against a person who has made a report or filed a
9 complaint alleging unlawful discrimination/harassment, or who has
10 participated as a witness in a discrimination/harassment
11 investigation;
- 12 B. filing a malicious or knowingly false report or complaint of
13 harassment;
- 14 C. disregarding, failing to investigate adequately, or delaying
15 investigation of allegations of prohibited discrimination/harassment,
16 when responsibility for reporting and/or investigating unlawful
17 harassment charges comprises part of one's supervisory duties.

18 The Superintendent shall appoint a compliance officer whose responsibility will be to
19 require that Federal and State regulations related to employees are complied with
20 and that any complaints are dealt with promptly in accordance with law. The Board
21 will provide proper notice of nondiscrimination for Title II, Title VI, and Title VII of
22 the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972,
23 Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of
24 1990, the anti-discrimination provisions of the Immigration and Nationality Act, and
25 the Age Discrimination in Employment Act, ~~will be provided~~ to staff members and
26 the general public. Any sections of the District's collectively-bargained agreements
27 dealing with hiring, promotion, and tenure will contain a statement of
28 nondiscrimination similar to that in the Board's statement above.

In accordance with U.S.C. Section 1324b(6) of the Immigration and Nationality Act (INA) and the goal of preventing discrimination on the basis of an individual's national origin or citizenship status, school district personnel are prohibited from (i) requesting employment eligibility verification documents from any applicant for employment prior to making an offer of employment, (ii) discriminating on the basis of citizenship status or national origin during the employment eligibility verification process, and (iii) discriminating against individuals on the basis of citizenship status or national origin during the employee recruitment, hiring, and terminating processes.

1 **Definitions**

2 Definitions of the protected categories can be found in the CRC webpage at
3 http://crc.dadeschools.net/pro_categories.asp.

4 **Reports and Complaints of Discrimination or Harassing Conduct**

5
6 Complaints of employment discrimination on the basis of citizenship status or unfair
7 documentary practices may be filed with the United States Department of Justice,
8 Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair
9 Employment Practices, within 180 days of the alleged discriminatory act. For
10 information or to file a charge, contact 1-800-255-7688 [Voice], 1-800-237-2515
11 [TTY] or <http://www.justice.gov/crt/about/osc>.
12

13 Members of the District community and third parties must promptly report
14 incidents of discriminatory or harassing conduct to their supervisor or the Office of
15 Civil Rights Compliance (CRC) so that the Board may address the conduct before it
16 becomes severe, pervasive, or persistent.

17 Members of the District community or third parties who believe they have been
18 unlawfully harassed by another member of the District community or a third party
19 are entitled to utilize the Board's complaint process in Policy 4362.02. A complaint
20 must be submitted within 300 calendar days of the alleged discriminatory act(s).
21 Individuals should make every effort to present a complaint as soon as possible after
22 the conduct occurs while the facts are known and potential witnesses are available
23 and to eliminate of the conduct in question. Initiating a complaint will not adversely
24 affect the complaining individual's employment or participation in educational or
25 extra-curricular programs unless the complaining individual makes the complaint
26 maliciously or with knowledge that it is false. No anonymous complaints shall be
27 accepted or processed.
28

29 The complaint process in Policy 1362.02 is not intended to interfere with the right to
30 pursue a complaint of prohibited harassment/discrimination with the United States
31 Department of Education, Office of Civil Rights, the Florida Civil Rights Commission,
32 the Equal Employment Opportunity Commission, or the United States Department

**THE SCHOOL BOARD OF
MIAMI-DADE COUNTY**

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1 of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related
2 Unfair Employment Practices.

3 **Process for Addressing Complaints of Discrimination/Harassment**

4 The process to provide members of the District community who have a good faith
5 belief that they are being discriminated/harassed is in Policy 4362.02. Once the
6 complaint process is begun, the investigation will be completed in a timely manner
7 (ordinarily, within thirty (30) calendar days of the complaint being received).

8 The processes for making a charge of discrimination/harassment, a process for
9 investigating claims of discrimination/harassment, and a process for rendering a
10 decision regarding whether the claim of prohibited harassment was substantiated
11 are in Policy 4362.02. Information about this policy and Policy 4362.02 will be
12 readily available to all members of the District community and posted in appropriate
13 places throughout the District.

14
15 Information regarding where and how to file complaints of sexual and other forms of
16 discrimination/harassment will be distributed annually through the parent and staff
17 handbooks and published on the District's web site and other locations required by
18 law.

19 Any teacher, administrator, coach, or other school authority who engages in sexual
20 conduct with a student may also be guilty of a crime.

21 **Confidentiality**

22 The District will make reasonable efforts to maintain the confidentiality of the
23 parties involved in an investigation of discrimination/harassment during the course
24 of the investigation. Confidentiality, however, cannot be guaranteed. All public
25 records created as part of an investigation of a complaint of prohibited
26 discrimination/harassment will be maintained by the Compliance Officer in
27 accordance with State law and the Board's records retention policy. Records of an
28 ongoing investigation shall remain confidential and not subject to disclosure
29 pursuant to F.S. Chapter 119 until a final determination is made on the case.

30 ~~The complaint process in Policy 4362.02 is not intended to interfere with the rights~~
31 ~~of a member of the School District community or a third party to pursue a complaint~~
32 ~~of prohibited harassment with the United States Department of Education, Office for~~
33 ~~Civil Rights, the Florida Civil Rights Commission, or the Equal Employment~~
34 ~~Opportunity Commission.~~

35 **Sanctions and Monitoring**

36 The Board shall vigorously enforce its prohibitions against prohibited harassment.
37 While observing the principles of due process, a violation of this policy may result in
38 disciplinary action up to and including the discharge of an employee. All
39 disciplinary action will be taken according to applicable State law and the terms of

**THE SCHOOL BOARD OF
MIAMI-DADE COUNTY**

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1 the applicable collective bargaining agreement(s). When imposing discipline, the
2 totality of the circumstances involved in the matter will be considered. In those
3 cases where prohibited discrimination/harassment is not substantiated, the Board
4 may consider whether the alleged conduct nevertheless warrants discipline in
5 accordance with other Board policies, consistent with the terms of the collective
6 bargaining agreement(s).

7 Where the Board becomes aware that a prior remedial action has been taken against
8 a member of the District community, all subsequent sanctions imposed by the
9 Board and/or Superintendent shall be reasonably calculated to eliminate such
10 conduct in the future.

11 **Education and Training**

12 The Superintendent shall provide appropriate training to members of the District
13 community to implement this policy and Policy 4362.02.

14 F.S. 110.1221, 760.01, 760.10, 1000.05

15 | 8 U.S.C. 1324b

16 42 U.S.C. 2000d et seq.

17 42 U.S.C. 2000e et seq.

18 29 U.S.C. 621 et seq.

19 29 U.S.C. 794

20 29 C.F.R. Part 1635

21 42 U.S.C. 12101 et seq.

22 20 U.S.C. 1681 et seq.

23 42 U.S.C. 1983

24 42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

25 National School Boards Association Inquiry and Analysis - May 2008

1 ANTI-DISCRIMINATION/HARASSMENT COMPLAINT PROCEDURE

2 The individual listed below is the head of the Civil Rights Compliance (CRC) Office,
3 (Compliance Officer).

4 Civil Rights Compliance Executive Director

5 155 N.E. 15th Street, Suite P-104E
6 Miami, Florida 33132
7 305-995-1580

8 The School Board has established procedures to fulfill the letter and intent of
9 anti-discrimination laws. The CRC is responsible for investigating complaints
10 and/or charges of discrimination and illegal harassment, including sexual
11 harassment and retaliation filed by employees, students and their parents, or
12 applicants. The CRC office accepts complaints of prohibited
13 discrimination/harassment directly from any member of the District community.
14 Upon receipt of a written complaint, the Compliance Officer will designate a specific
15 individual within the CRC office to conduct an investigation.

16 All members of the District community must report incidents of prohibited
17 discrimination/harassment to which they, in good faith, believe they have been
18 subjected or which are reported to them, to the CRC office without delay.

19 **Investigation and Complaint Procedure**

20 Any member of the District community or third party who has a good faith belief
21 that s/he has been subjected to prohibited discrimination/harassment may seek
22 resolution of his/her complaint through the procedures described below.

23 While there is a 300 calendar day time limit for initiating a complaint of
24 discrimination/harassment, individuals should make every effort to submit a
25 complaint as soon as possible after the prohibited conduct occurred while the facts
26 are known and potential witnesses are available, and to ensure the prompt
27 elimination of the conduct in question. Failure on the part of the employee to
28 initiate and/or follow-up on a complaint in a timely manner may result in the
29 complaint being considered abandoned. The procedures below are established to
30 provide a prompt and equitable process for resolving complaints of prohibited
31 discrimination/harassment.

1 These procedures are not intended to interfere with the rights of a member of the
2 School District community or a third party to pursue a complaint of legally
3 prohibited discrimination/harassment with any State or Federal enforcement
4 agency.

5 The initiation of a discrimination or harassment complaint by an employee will not
6 be used as a basis for actions that adversely affect the complainant's standing in
7 his/her work location. Additionally, participation in or assistance in the
8 investigation of a complaint shall not be used as the basis of any adverse
9 employment action on an employee.

10 Supervising administrators throughout the District are expected to address issues
11 and/or conflicts at the worksite. Issues should be resolved by encouraging
12 communication with adherence to laws, rules and guidelines. If the issues of
13 discrimination/harassment cannot be resolved, it should be referred to the
14 Compliance Officer without delay.

15 **Complaint Procedure**

16 A member of the District community or third party who believes they have been
17 subjected to prohibited discrimination/harassment, must report the conduct
18 immediately to his/her supervisor or the CRC. If the complainant makes the report
19 to CRC, the complainant shall present it in writing. If a complainant informs any
20 other employee of the District, either orally or in writing, about any complaint of
21 prohibited discrimination/harassment, that employee must immediately refer the
22 individual or report such information to the Compliance Officer. No anonymous
23 complaints shall be accepted or processed. The complaint must be signed attesting
24 that it is true to the best of the complainant's knowledge.

25 If it is determined that the complaint alleges prohibited discrimination/harassment,
26 the complaint will be investigated.

27 Throughout the course of the investigative process, the Compliance Officer should
28 keep the complainant informed of the status of the investigation.

29 Complaints must include the following information to the extent it is available: the
30 identity of the individual believed to have engaged in, or be engaging in, prohibited
31 conduct/harassment; a detailed description of the facts upon which the complaint is
32 based; a list of potential witnesses; and, identification of the resolution which the
33 complainant seeks.

34 The Compliance Officer or designee will conduct an oral interview and prepare a
35 written summary of the oral interview which will be presented to the complainant for
36 verification by signature.

1 Upon receiving a written complaint, the Compliance Officer will consider, in
2 conjunction with the head of the division or department, whether any action should
3 be taken in the investigatory phase to protect the complainant from further legally
4 prohibited harassment or retaliation including but not limited to, a change of job
5 assignment or a change of class schedule. In making such a determination, the
6 Compliance Officers should consult the complainant to assess his/her agreement to
7 any action deemed appropriate.

8 | Within three (3) ~~business days~~workdays of receiving the written complaint of legally
9 prohibited harassment, the Compliance Officer will inform the individual alleged to
10 have engaged in the harassing conduct that a complaint has been received.

11 | Within five (5) ~~business days~~workdays of receiving the complaint, the Compliance
12 Officer or a designee will initiate a formal investigation to determine whether the
13 complainant has been subject to prohibited discrimination/harassment.

14 The Compliance Officer or designee will complete an investigation into the
15 | allegations of discrimination/harassment within thirty (30) ~~calendar days~~workdays
16 of receiving the written complaint. The investigation will include:

- 17 A. interviews with the complainant;
- 18 B. interviews with the respondent;
- 19 C. interviews with any other witnesses who may reasonably be
20 expected to have any information relevant to the allegations;
- 21 D. consideration of any documentation or other evidence presented by
22 the complainant, respondent, or any other witness which is
23 reasonably believed to be relevant to the allegations.

24 At the conclusion of the investigation, the respondent and the complainant will be
25 provided a written report of the findings summarizing the evidence gathered during
26 the investigation and the final determination of the case. If a finding of Probable
27 Cause occurs, CRC will forward the completed investigative report, including the
28 determination of Probable Cause to the Office of Professional Standards for review, a
29 recommendation for disciplinary action, and final disposition of the case. All
30 disciplinary action will be taken according to State law and the terms of the
31 applicable collective bargaining agreement(s). The Board will act upon the
32 recommended disciplinary determination at its regular meeting.

33
34 The complainant may request review of the CRC determination by the
35 Superintendent. The request must be submitted in writing within fifteen (15)
36 workdays and state with particularity the reasons for the request, which may
37 include additional witnesses, evidence or information that if obtained, would likely
38 change the outcome of the investigation.

1 **Confidentiality**

2 The District will make all reasonable efforts to protect the rights of the complainant
3 and the respondent. The District will respect the privacy of the complainant (unless
4 the complainant made the complaint with malice or with knowledge that it was
5 false), the respondent, and all witnesses in a manner consistent with the District's
6 legal obligations under State and Federal law. Confidentiality cannot be guaranteed
7 however. All parties proceeding through the investigation process should be advised
8 that at the conclusion of the investigation, their identities and the investigation
9 become subject to disclosure under F.S. 119.

10 During the course of the investigation, the Compliance Officer or his/her designee
11 will instruct all members of the District community and third parties who are
12 interviewed about the importance of maintaining confidentiality. Any individual who
13 is interviewed as part of an investigation of prohibited discrimination/harassment is
14 expected not to disclose any information that s/he learns or that s/he provides
15 during the course of the investigation.

16 All public records created as part of an investigation of prohibited
17 discrimination/harassment will be maintained by the Compliance Officer according
18 to State law and the Board's records retention policy. Records of an ongoing
19 investigation shall remain confidential and not subject to disclosure pursuant to
20 F.S. Chapter 119, until a final determination is made on the case. Any records
21 which are considered education records under the Family Educational Rights and
22 Privacy Act will be maintained in a manner consistent with the provisions of Federal
23 and State law.

24 **Child Abuse/Sexual Misconduct**

25 All employees aware of suspected child abuse or neglect must immediately report
26 the abuse to the Department of Children and Family Services abuse hotline, the
27 School Police, and the school site administrator. If, during the course of an
28 investigation of prohibited discrimination/harassment, the Compliance Officers or
29 designee has reason to believe or suspect that the alleged conduct indicates abuse
30 or neglect of the complainant, a report of such knowledge must be made in
31 accordance with State law and Policy 8462.

32 If the Compliance Officer or a designee has reason to believe that the complainant
33 has been the victim of criminal conduct, such knowledge should be reported to local
34 law enforcement.

1 Any reports made to the local child protection service or to local law enforcement
2 shall not terminate the Compliance Officer's or designee's obligation and
3 responsibility to continue to investigate a complaint of prohibited
4 discrimination/harassment.

5 **Mandatory Reporting of Misconduct by Certificated Employees**

6 The Superintendent is required by State law and Policy 8141 to report alleged
7 misconduct by certificated employees of the District that affects the health, safety,
8 and welfare of a student.

9 F.S. 110.1221, 760.01, 760.10, 1000.05, 1006.07
10 20 U.S.C. 1681 et seq.
11 29 U.S.C. 621 et seq.
12 29 U.S.C. 794
13 29 C.F.R. Part 1635
14 42 U.S.C. 12101 et seq.
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17 42 U.S.C. 1983
18 42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act
19 National School Boards Association Inquiry and Analysis - May 2008

20 Technical Change 7/13/15

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11 retaliation filed by employees, students and their parents, or applicants. The CRC
12 office accepts complaints of prohibited discrimination/harassment directly from any
13 member of the District community. Upon receipt of a written complaint, the
14 Compliance Officer will designate a specific individual within the CRC office to
15 conduct an investigation.

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18 subjected or which are reported to them, to the CRC office without delay.

19 **Investigation and Complaint Procedure**

20 Any member of the District community or third party who has a good faith belief
21 that s/he has been subjected to prohibited discrimination/harassment may seek
22 resolution of his/her complaint through the procedures described below.

23 While there is a 300 calendar day time limit for initiating a complaint of
24 discrimination/harassment, individuals should make every effort to submit a
25 complaint as soon as possible after the prohibited conduct occurred while the facts
26 are known and potential witnesses are available, and to ensure the prompt
27 elimination of the conduct in question. Failure on the part of the employee to
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21 prohibited discrimination/harassment, that employee must immediately refer the
22 individual or report such information to the Compliance Officer. No anonymous
23 complaints shall be accepted or processed. The complaint must be signed attesting
24 that it is true to the best of the complainant's knowledge.

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10 During the course of the investigation, the Compliance Officer or his/her designee
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23 and State law.

24 **Child Abuse/Sexual Misconduct**

25 All employees aware of suspected child abuse or neglect must immediately report
26 the abuse to the Department of Children and Family Services abuse hotline, the
27 School Police, and the school site administrator. If, during the course of an
28 investigation of prohibited discrimination/harassment, the Compliance Officers or
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12 29 U.S.C. 794
13 29 C.F.R. Part 1635
14 42 U.S.C. 12101 et seq.
15 42 U.S.C. 2000d et seq.
16 42 U.S.C. 2000e et seq.
17 42 U.S.C. 1983
18 42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act
19 National School Boards Association Inquiry and Analysis - May 2008

20 Technical Change 7/13/15

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24 discrimination/harassment, individuals should make every effort to submit a
25 complaint as soon as possible after the prohibited conduct occurred while the facts
26 are known and potential witnesses are available, and to ensure the prompt
27 elimination of the conduct in question. Failure on the part of the employee to
28 initiate and/or follow-up on a complaint in a timely manner may result in the
29 complaint being considered abandoned. The procedures below are established to
30 provide a prompt and equitable process for resolving complaints of prohibited
31 discrimination/harassment.

1 These procedures are not intended to interfere with the rights of a member of the
2 District community or a third party to pursue a complaint of legally prohibited
3 discrimination/harassment with any State or Federal enforcement agency.

4 The initiation of a discrimination or harassment complaint by an employee will not
5 be used as a basis for actions that adversely affect the complainant's standing in
6 his/her work location. Additionally, participation in or assistance in the
7 investigation of a complaint shall not be used as the basis of any adverse
8 employment action on an employee.

9 Supervising administrators throughout the District are expected to address issues
10 and/or conflicts at the worksite. Issues should be resolved by encouraging
11 communication with adherence to laws, rules and guidelines. If the issues of
12 discrimination/harassment cannot be resolved, it should be referred to the
13 Compliance Officer without delay.

14 **Complaint Procedure**

15 A member of the District community or third party who believes they have been
16 subjected to prohibited discrimination/harassment, must report the conduct
17 immediately to his/her supervisor or the CRC. If the complainant makes the report
18 to CRC, the complainant shall present it in writing. If a complainant informs any
19 other employee of the District, either orally or in writing, about any complaint of
20 prohibited discrimination/harassment, that employee must immediately refer the
21 individual or report such information to the Compliance Officer. No anonymous
22 complaints shall be accepted or processed. The complaint must be signed attesting
23 that it is true to the best of the complainant's knowledge.

24 If it is determined that the complaint alleges prohibited discrimination/harassment,
25 the complaint will be investigated.

26 Throughout the course of the investigative process, the Compliance Officer should
27 keep the complainant informed of the status of the investigation.

28 Complaints must include the following information to the extent it is available: the
29 identity of the individual believed to have engaged in, or be engaging in, prohibited
30 conduct/harassment; a detailed description of the facts upon which the complaint is
31 based; a list of potential witnesses; and, identification of the resolution which the
32 complainant seeks.

33 The Compliance Officer or designee will conduct an oral interview and prepare a
34 written summary of the oral interview which will be presented to the complainant for
35 verification by signature.

1 Upon receiving a written complaint, the Compliance Officer will consider, in
2 conjunction with the head of the division or department, whether any action should
3 be taken in the investigatory phase to protect the complainant from further legally
4 prohibited harassment or retaliation including but not limited to, a change of job
5 assignment or a change of class schedule. In making such a determination, the
6 Compliance Officers should consult the complainant to assess his/her agreement to
7 any action deemed appropriate.

8 | Within three (3) ~~business days~~workdays of receiving the written complaint of legally
9 prohibited harassment, the Compliance Officer will inform the individual alleged to
10 have engaged in the harassing conduct that a complaint has been received.

11 | Within five (5) ~~business days~~workdays of receiving the complaint, the Compliance
12 Officer or a designee will initiate a formal investigation to determine whether the
13 complainant has been subject to prohibited discrimination/harassment.

14 The Compliance Officer or designee will complete an investigation into the
15 | allegations of discrimination/harassment within thirty (30) ~~calendar days~~workdays
16 of receiving the written complaint. The investigation will include:

17 A. interviews with the complainant;

18 B. interviews with the respondent;

19 C. interviews with any other witnesses who may reasonably be
20 expected to have any information relevant to the allegations;

21 D. consideration of any documentation or other evidence presented by
22 the complainant, respondent, or any other witness which is
23 reasonably believed to be relevant to the allegations.

24 At the conclusion of the investigation, the respondent and the complainant will be
25 provided a written report of the findings summarizing the evidence gathered during
26 the investigation and the final determination of the case. If a finding of Probable
27 Cause occurs, CRC will forward the completed investigative report, including the
28 determination of Probable Cause to the Office of Professional Standards for review, a
29 recommendation for disciplinary action, and final disposition of the case. All
30 disciplinary action will be taken according to State law and the terms of the
31 applicable collective bargaining agreement(s). The Board will act upon the
32 recommended disciplinary determination at its regular meeting.

33
34 The complainant may request review of the CRC determination by the
35 Superintendent. The request must be submitted in writing within fifteen (15)
36 workdays and state with particularity the reasons for the request, which may
37 include additional witnesses, evidence or information to be sought that if obtained,
38 would likely change the outcome of the investigation.

1 **Confidentiality**

2 The District will make all reasonable efforts to protect the rights of the complainant
3 and the respondent. The District will respect the privacy of the complainant (unless
4 the complainant made the complaint with malice or with knowledge that it was
5 false), the respondent, and all witnesses in a manner consistent with the District's
6 legal obligations under State and Federal law. Confidentiality cannot be guaranteed
7 however. All parties proceeding through the investigation process should be advised
8 that at the conclusion of the investigation, their identities and the investigation
9 become subject to disclosure under F.S. 119.

10 During the course of the investigation, the Compliance Officer or his/her designee
11 will instruct all members of the District community and third parties who are
12 interviewed about the importance of maintaining confidentiality. Any individual who
13 is interviewed as part of an investigation of prohibited discrimination/harassment is
14 expected not to disclose any information that s/he learns or that s/he provides
15 during the course of the investigation.

16 All public records created as part of an investigation of prohibited
17 discrimination/harassment will be maintained by the Compliance Officer according
18 to State law and the Board's records retention policy. Records of an ongoing
19 investigation shall remain confidential and not subject to disclosure pursuant to
20 F.S. Chapter 119 until a final determination is made on the case. Any records
21 which are considered education records under the Family Educational Rights and
22 Privacy Act will be maintained in a manner consistent with the provisions of Federal
23 and State law.

24 **Child Abuse/Sexual Misconduct**

25 All employees aware of suspected child abuse or neglect must immediately report
26 the abuse to the Department of Children and Family Services abuse hotline, the
27 School Police, and the school site administrator. If, during the course of an
28 investigation of prohibited discrimination/harassment, the Compliance Officers or
29 designee has reason to believe or suspect that the alleged conduct indicates abuse
30 or neglect of the complainant, a report of such knowledge must be made in
31 accordance with State law and Policy 8462.

32 If the Compliance Officer or a designee has reason to believe that the complainant
33 has been the victim of criminal conduct, such knowledge should be reported to local
34 law enforcement.

1 Any reports made to the local child protection service or to local law enforcement
2 shall not terminate the Compliance Officer's or designee's obligation and
3 responsibility to continue to investigate a complaint of prohibited
4 discrimination/harassment.

5 **Mandatory Reporting of Misconduct by Certificated Employees**

6 The Superintendent is required by State law and Policy 8141 to report alleged
7 misconduct by certificated employees of the District that affects the health, safety,
8 and welfare of a student.

9 F.S. 110.1221, 760.01, 760.10, 1000.05, 1006.07
10 20 U.S.C. 1681 et seq.
11 29 U.S.C. 621 et seq.
12 29 U.S.C. 794
13 29 C.F.R. Part 1635
14 42 U.S.C. 12101 et seq.
15 42 U.S.C. 2000d et seq.
16 42 U.S.C. 2000e et seq.
17 42 U.S.C. 1983
18 42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act
19 National School Boards Association Inquiry and Analysis - May 2008

20 Technical Change 7/13/15

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