SUBJECT: INITIAL READING: PROPOSED AMENDMENTS TO BOARD POLICIES 1140, SUSPENSION OR DISMISSAL OF ADMINISTRATORS; 3140, SUSPENSION OR DISMISSAL OF INSTRUCTIONAL STAFF; 8141, MANDATORY REPORTING OF MISCONDUCT BY CERTIFICATED EMPLOYEES; 1120.11, 3120.11, AND 4120.11, PREFERENCE FOR VETERANS IN EMPLOYMENT; 2260, NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY; 5517, ANTI-DISCRIMINATION/HARASSMENT (STUDENTS); 5517.02, DISCRIMINATION/HARASSMENT COMPLAINT PROCEDURES FOR STUDENTS; AND 5517.03, DATING VIOLENCE OR ABUSE

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, & COMMUNITY SUPPORT

LINK TO STRATEGIC BLUEPRINT: SAFE, HEALTHY & SUPPORTIVE LEARNING ENVIRONMENT

Consistent with the Board’s statutory responsibility to periodically review and update its policies to conform to legislative changes and District practices, authorization is requested for the Superintendent to initiate rulemaking to amend the Board policies identified in this item. These amendments have been recommended by NEOLA, Inc., the Board’s policy consultant, or are being recommended to reflect District or best practices, and all have been drafted in collaboration with, and reviewed by, the Superintendent, Cabinet members, and District staff of the departments that will implement them.

Policies 1140, Suspension or Dismissal of Administrators, 3140, Suspension or Dismissal of Instructional Staff, and 8141, Mandatory Reporting of Misconduct by Certificated Employees, are proposed to be amended to include a statutory requirement under Section 1012.27(5)(b), F.S., that parents of a student who was subjected to or affected by alleged misconduct by instructional personnel or school administrators be notified of certain alleged misconduct that affects the health, safety, or welfare of a student, including misconduct that involves engaging in or soliciting sexual, romantic, lewd conduct with a student, or any conduct that would result in disqualification from educational certification or employment under Florida law. The statute and policy require that the notification must inform the parent of the alleged misconduct, whether the District reported the misconduct to the Florida Department of Education (FLDOE) if required, what sanctions were imposed against the employee if any, and support the District will make available to the student subjected to or affected by the misconduct. The notification must be provided within thirty (30) days of when the District learns of the misconduct.

Amendments are proposed to Policies 1120.11, 3120.11, and 4120.11, Preference for Veterans in Employment, to clarify eligibility for veteran’s preference in employment under Section
295.07, F.S. The preference extends to the mother, father, legal guardian, or unremarried widow or widower of a service member who died as a result of military service under combat-related conditions and to current members of any reserve component of the United States Armed Forces or The Florida National Guard.

Proposed amendments to Policies 2260, Nondiscrimination and Access to Equal Educational Opportunity; 5517, Anti-Discrimination/Harassment(Students); 5517.02, Discrimination/Harassment Complaint Procedures for Students; and 5517.03, Dating Violence or Abuse, would require that individuals charged with conducting investigations under each of these policies retain all information, documents, electronically stored information, and electronic media created and received as part of the investigation, that the information be retained immediately upon commencement of an investigation or upon receipt of specific information or written notice that could lead to an investigation, formal complaint, or potential litigation, and that it be retained for at least three (3) years or longer if required by retention schedules or Board policy.

Attached are 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 Board Policies: 1140, Suspension or Dismissal of Administrators; 3140, Suspension or Dismissal of Instructional Staff; 8141, Mandatory Reporting of Misconduct by Certificated Employees; 1120.11, 3120.11, and 4120.11, Preference for Veterans in Employment; 2260, Nondiscrimination and Access to Equal Educational Opportunity; 5517, Anti-Discrimination/Harassment(Students); 5517.02, Discrimination/Harassment Complaint Procedures for Students; and 5517.03, Dating Violence or Abuse.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, authorize the Superintendent to initiate rulemaking proceedings in accordance with the Administrative Procedures Act to amend Board Policies: 1140, Suspension or Dismissal of Administrators; 3140, Suspension or Dismissal of Instructional Staff; 8141, Mandatory Reporting of Misconduct by Certificated Employees; 1120.11, 3120.11, and 4120.11, Preference for Veterans in Employment; 2260, Nondiscrimination and Access to Equal Educational Opportunity; 5517, Anti-Discrimination/Harassment(Students); 5517.02, Discrimination/Harassment Complaint Procedures for Students; and 5517.03, Dating Violence or Abuse.
NOTICE OF INTENDED ACTION

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, announced on February 13, 2019, its intention to amend Board Policies 1140, Suspension or Dismissal of Administrators; 3140, Suspension or Dismissal of Instructional Staff; 8141, Mandatory Reporting of Misconduct by Certified Employees; 1120.11, 3120.11, and 4120.11, Preference for Veterans in Employment; 2260, Nondiscrimination and Access to Equal Educational Opportunity; 5517, Anti-Discrimination/Harassment(Students); 5517.02, Discrimination/Harassment Complaint Procedures for Students; and 5517.03, Dating Violence or Abuse, at its meeting of April 17, 2019.

PURPOSE AND EFFECT: It is recommended that Board Policies 1140, Suspension or Dismissal of Administrators, 3140, Suspension or Dismissal of Instructional Staff, and 8141, Mandatory Reporting of Misconduct by Certified Employee, be amended to include a statutory requirement under Section 1012.27(5)(b), F.S., that parents of a student who was subjected to or affected by alleged misconduct by instructional personnel or school administrators be notified of certain alleged misconduct. Amendments to Policies 1120.11, 3120.11, and 4120.11, Preference for Veterans in Employment, are proposed to clarify eligibility for veteran’s preference in employment under Section 295.07, F.S.

Policies 2260, Nondiscrimination and Access to Equal Educational Opportunity; 5517, Anti-Discrimination/Harassment(Students); 5517.02, Discrimination/Harassment Complaint Procedures for Students; and 5517.03, Dating Violence or Abuse, are proposed to be amended to require that individuals conducting investigations under these policies retain all information as part of the investigation, including electronically stored information.

SUMMARY: The Board has a statutory responsibility to periodically review and update its policies to conform to legislative changes and District and best practices. It is recommended that Board Policies 1140, Suspension or Dismissal of Administrators, 3140, Suspension or Dismissal of Instructional Staff, and 8141, Mandatory Reporting of Misconduct by Certified Employee, be amended to include a statutory requirement under Section 1012.27(5)(b), F.S., that parents of a student who was subjected to or affected by alleged misconduct by instructional personnel or school administrators be notified of certain alleged misconduct. Amendments to Policies 1120.11, 3120.11, and 4120.11, Preference for Veterans in Employment, are proposed to clarify eligibility for veteran’s preference in employment under Section 295.07, F.S. Policies 2260, Nondiscrimination and Access to Equal Educational Opportunity; 5517, Anti-Discrimination/Harassment(Students); 5517.02, Discrimination/Harassment Complaint Procedures for Students; and 5517.03, Dating Violence or Abuse, are proposed to be amended to require that individuals conducting investigations under these policies retain all information as part of the investigation, including electronically stored information.

SPECIFIC LEGAL AUTHORITY UNDER WHICH RULEMAKING IS AUTHORIZED: 1001.41 (1), (2); 1001.42 (6), (7), (8), (12), (15), (17); 1001.43 (10), F.S.

LAWS IMPLEMENTED INTERPRETED OR MADE SPECIFIC: 295.07; 1001.41 (1), (2); 1001.42 (6), (7), (8), (12), (15), (17); 1012.27(5)(b); 1012.796, F.S.

IF REQUESTED, A HEARING WILL BE HELD DURING SCHOOL BOARD MEETING OF April 17, 2019, 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 March 12, 2019, 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, Florida Statutes)

COPIES OF THE PROPOSED AMENDED POLICIES are available at cost to the public for inspection and copying in the Citizen Information Center, Room 102, 1450 N.E. Second Avenue, Miami, Florida 33132.
SUSPENSION OR DISMISSAL OF ADMINISTRATORS

An administrator may be suspended, returned to annual contract (if holding a Continuing Contract) or dismissed at any time during the contract year pursuant to Florida law, the Rules of the Educational Practices Commission, and/or for cause. Additionally, Policy 8141 provides the procedures for the mandatory reporting of alleged misconduct by school administrators to the Florida Department of Education.

Administrators may be required to take such recognized examinations as the Superintendent deems necessary to evaluate their health, competence, and/or performance. Refusal to take required examination(s) shall be grounds for immediate dismissal. The School Board shall pay for the cost of the examination(s).

The Superintendent shall determine the effective date of suspension, reassignment, or dismissal.

Parents of a student who was subjected to or affected by alleged misconduct will be notified in accordance with Section 1012.27, F.S., and Policy 8141.

F.S. 1012.22, 1012.27, 1012.33, 1012.34
SUSPENSION OR DISMISSAL OF INSTRUCTIONAL STAFF

Employees may be suspended from duty upon the recommendation of the Superintendent and the approval of the School Board, subject to Policy 3140.01 and applicable law.

An employee suspended by the Board without pay shall be entitled to an administrative hearing pursuant to the applicable collective bargaining agreement.

No member of the staff may be dismissed except by Board action and any dismissal shall be pursuant to the applicable collective bargaining agreement. If the dismissed employee has a property interest, the employee shall be entitled to an administrative hearing according to Florida law and the applicable collective bargaining agreement.

Employees terminated during the initial probationary period or subject to non-reappointment after the expiration of his/her annual contract shall not be entitled to an administrative hearing.

Policy 8141 provides the procedures for mandatory reporting of alleged misconduct by instructional staff members to the Florida Department of Education.

When the Board approves the separation of an individual for cause from their employ, it shall apply to all positions which the individual may hold at that time.

No person who has been separated from the employ of the Board for cause shall be reemployed in any department on any basis unless a special request for so doing has been approved by the Board.

Parents of a student who was subjected to or affected by alleged misconduct will be notified in accordance with Section 1012.27, F.S., and Policy 8141.

F.S. 1012.22, 1012.27, 1012.32, 1012.33, 1012.34
MANDATORY REPORTING OF MISCONDUCT
BY CERTIFICATED EMPLOYEES

The School Board shall address employee misconduct and, where appropriate, provide a measured disciplinary response consistent with due process. In addition, with respect to certificated and/or certificated professional staff members, matters of misconduct, including conviction of certain crimes enumerated by law and/or conduct which is unbecoming to the teaching profession, will be reported by the Superintendent to the Florida Department of Education.

Reporting Professional Misconduct

District staff are required to report to the Superintendent alleged misconduct by District employees which affects the health, safety, or welfare of a student.

The Superintendent shall investigate any allegation of misconduct by District employees which affects the health, safety, or welfare of a student, and shall report the alleged misconduct to the Department of Education as required in F.S. 1012.796, 1001.51(12)(b), 1001.42(7)(b).

Staff alleged to have committed such misconduct shall be reassigned pending the outcome of a misconduct investigation.

Parental Notification of Alleged Misconduct

Within thirty (30) days of the date on which the District learns of misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of a student, including misconduct that involves engaging in or soliciting sexual, romantic, lewd conduct with a student, or any conduct that would result in disqualification from educator certification or employment as provided in 1012.315, F.S., the parent of a student who was subjected to or affected by such misconduct shall receive written notification informing the parent of the following:

A. the alleged misconduct, including which allegations have been substantiated, if any;
B. whether the District reported the misconduct to FLDOE, if required by F.S. 1012.796;
C. the sanctions imposed by the District against the employee, if any; and
D. support the District will make available to the student subjected to or affected by the misconduct.
Parental notification shall be provided consistent with the provisions set forth in Policies 1590, 3590, and 4590.

Filing a Complaint with the Department of Education

If an instructional staff member or administrator has committed a violation as provided in F.S. 1012.795, and defined by rule of the State Board of Education, the Superintendent shall file with the Department of Education any legally sufficient complaint within thirty (30) days after the date on which the subject matter of the complaint came to the attention of the Superintendent. A complaint is legally sufficient if it contains ultimate facts that show a violation has occurred as provided in F.S. 1012.795 and defined by rule of the State Board of Education. The Superintendent shall include all known information relating to the complaint with the filing of the complaint. This paragraph does not limit or restrict the power and duty of the Department of Education to investigate complaints, regardless of the District’s untimely filing, or failure to file, complaints and follow-up reports (F.S. 1012.796(e)).

Report of Resignation or Termination

If the Superintendent determines that misconduct by an instructional staff member or an administrator who holds a certificate issued by the Florida Department of Education affects the health, safety, or welfare of a student and the misconduct warrants termination, the staff member may resign or be terminated and the Superintendent must report the misconduct to the Department of Education in the format prescribed by the Department. The Department shall maintain each report of misconduct as a public record in the instructional personnel's certification files (F.S. 1012.796(d)).

Transmittal of False or Incorrect Report

The Superintendent shall not knowingly sign and transmit to any State official a report that the Superintendent knows to be false or incorrect.

Pursuant to F.S. 1001.42(7), a Board member may not knowingly sign and transmit to any State official a report of alleged misconduct by instructional personnel/administrators which affects the health, safety, or welfare of a student which the Board member knows to be false or incorrect.

Requirement of Disclosure of Employee Misconduct

The Board, Superintendent, or District administrator, may not enter into a confidentiality agreement regarding terminated or dismissed instructional personnel/administrators, or instructional personnel/administrators who resign in lieu of termination, based in whole or in part on misconduct that affects the health, safety, or welfare of a student. In addition, they may not provide instructional personnel/administrators with employment references or discuss the instructional
personnel/administrators' performance with prospective employers in another educational setting, without disclosing the instructional personnel/administrators' misconduct. Any part of an agreement or contract that has the purpose or effect of concealing misconduct by instructional personnel/administrators which affects the health, safety, or welfare of a student is void, is contrary to public policy, and may not be enforced (F.S. 1001.42(6)).

**Posting Requirements**

Pursuant to F.S. 1006.061(2), this policy shall be posted in a prominent place at each school site and on each school's internet website, so that the policy and procedures for reporting alleged misconduct by instructional personnel/administrators which affects the health, safety, or welfare of a student; the contact person to whom the report is made; and the penalties imposed on instructional personnel/administrators who fail to report suspected or actual child abuse or alleged misconduct by other instructional personnel/administrators is effectively communicated to all.

F.S. 1001.42(6), 1001.42(7)(b), 1001.51(12)(b), 1006.061(2), 1012.27(5)(b), 1012.315, 1012.795, 1012.796, 1012.796(1)(d), 1012.796(e)
Preference in employment, reemployment, promotion, and retention shall be given to veterans who meet minimum eligibility requirements and have the knowledge, skills, and abilities required for the particular position.

Appointment or Retention in Positions of Employment

Preference shall be given based on the following:

A. Those disabled veterans:
   1. who have served on active duty in any branch of the Armed Forces of the United States, have been separated under honorable conditions, and have established the present existence of a service-connected disability which is compensable under public laws administered by the U.S. Department of Veterans' Affairs; or
   2. who are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the U.S. Department of Veterans' Affairs and the Department of Defense.

B. The spouse of any person who has a total disability, permanent in nature, resulting from a service-connected disability and who, because of this disability, cannot qualify for employment, and the spouse of any person missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.

C. A veteran of any war as defined in F.S. 1.01(14). The veteran must have served at least one (1) day during a wartime period to be eligible for veterans' preference. Active duty for training shall not be allowed for eligibility under this paragraph.
D. The unremarried widow or widower of a veteran who died of a service-connected disability.

E. The mother, father, legal guardian, or unremarried widow or widower of a service member who died as a result of military service under combat-related conditions, as verified by the United States Department of Defense.

F. A current member of any reserve component of the United States Armed Forces or The Florida National Guard.

Preference in employment and retention may be given only to eligible persons who are described above and who are residents of this State.

In all positions in which the appointment or employment of persons is not subject to a written examination, first preference in appointment, employment, and retention shall be given by the State and political subdivisions in the State to persons included under A and B above, and second preference shall be given to persons included under C and D above, who possess the minimum qualifications necessary to discharge the duties of the position involved.

A disabled veteran employed as the result of being placed at the top of the appropriate employment list shall be appointed for a probationary period of one (1) year. At the end of the period, if the work of the veteran has been satisfactorily performed, the veteran will acquire permanent employment status and will be subject to the employment rules of the District.

Reinstatement or Reemployment

When a District administrator has served in the Armed Forces of the United States and is discharged or separated with an honorable discharge, the District shall reemploy or reinstate the person to the same position that s/he held prior to service in the Armed Forces, or to an equivalent position, provided the person returns to the position within one (1) year of his/her date of separation or, in the case of extended active duty, within one (1) year of the date of discharge or separation subsequent to the extension. The person shall also be awarded preference in promotion and shall be promoted ahead of all others who are as well qualified or less qualified for the position.

Further, the District shall reemploy or reinstate the person who was a veteran when employed by the District and who was recalled to extended active duty in the Armed Forces of the United States and was discharged or separated with an honorable discharge to the same position that s/he held prior to service in the Armed Forces, or to an equivalent position, provided the person returns to the position within one (1) year of his/her date of separation or, in the case of extended active duty, within one (1) year of the date of discharge or separation subsequent to the extension. The person shall also be awarded preference in promotion and shall be promoted ahead of all others who are as well qualified or less qualified for the position.

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position. "Extended active duty" means active duty, other than for training, beyond
the date of honorable discharge or separation, due to military requirements.

The provisions in the preceding two (2) paragraphs pertaining to persons who are
reemployed or reinstated shall apply only to a veteran's first promotion after
reinstatement or reemployment, without exception.

F.S. 1.01(14), 110.2135, 295.07, 295.08, 295.085, 295.09
PREFERENCE FOR VETERANS IN EMPLOYMENT

Preference in employment, reemployment, promotion, and retention shall be given to veterans who meet minimum eligibility requirements and have the knowledge, skills, and abilities required for the particular position.

Appointment or Retention in Positions of Employment

Preference shall be given based on the following:

A. Those disabled veterans:
   1. who have served on active duty in any branch of the Armed Forces of the United States, have been separated under honorable conditions, and have established the present existence of a service-connected disability which is compensable under public laws administered by the U.S. Department of Veterans' Affairs; or
   2. who are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the U.S. Department of Veterans' Affairs and the Department of Defense.

B. The spouse of any person who has a total disability, permanent in nature, resulting from a service-connected disability and who, because of this disability, cannot qualify for employment, and the spouse of any person missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.

C. A veteran of any war as defined in F.S. 1.01(14), F.S. The veteran must have served at least one (1) day during a wartime period to be eligible for veterans' preference. Active duty for training shall not be allowed for eligibility under this paragraph.
D. The unremarried widow or widower of a veteran who died of a service-connected disability.

E. The mother, father, legal guardian, or unremarried widow or widower of a service member who died as a result of military service under combat-related conditions, as verified by the United States Department of Defense.

F. A current member of any reserve component of the United States Armed Forces or The Florida National Guard.

Preference in employment and retention may be given only to eligible persons who are described above and who are residents of this State.

In all positions in which the appointment or employment of persons is not subject to a written examination, first preference in appointment, employment, and retention shall be given by the State and political subdivisions in the State to persons included under A and B above, and second preference shall be given to persons included under C and D above, who possess the minimum qualifications necessary to discharge the duties of the position involved.

A disabled veteran employed as the result of being placed at the top of the appropriate employment list shall be appointed for a probationary period of one (1) year. At the end of the period, if the work of the veteran has been satisfactorily performed, the veteran will acquire permanent employment status and will be subject to the employment rules of the District.

Reinstatement or Reemployment

When a District employee has served in the Armed Forces of the United States and is discharged or separated with an honorable discharge, the District shall reemploy or reinstate the person to the same position that s/he held prior to service in the Armed Forces, or to an equivalent position, provided the person returns to the position within one (1) year of his/her date of separation or, in the case of extended active duty, within one (1) year of the date of discharge or separation subsequent to the extension. The person shall also be awarded preference in promotion and shall be promoted ahead of all others who are as well qualified or less qualified for the position.

Further, the District shall reemploy or reinstate the person who was a veteran when employed by the District and who was recalled to extended active duty in the Armed Forces of the United States and was discharged or separated with an honorable discharge to the same position that s/he held prior to service in the Armed Forces, or to an equivalent position, provided the person returns to the position within one (1) year of his/her date of separation or, in the case of extended active duty, within one (1) year of the date of discharged or separation subsequent to the extension. The person shall also be awarded preference in promotion and shall be promoted ahead of all others who are as well qualified or less qualified for the position.
position. "Extended active duty" means active duty, other than for training, beyond the date of honorable discharge or separation, due to military requirements.

The provisions in the preceding two (2) paragraphs pertaining to persons who are reemployed or reinstated shall apply only to a veteran's first promotion after reinstatement or reemployment, without exception.

F.S. 1.01(14), 110.2135, 295.07, 295.08, 295.085, 295.09
PREFERENCE FOR VETERANS IN EMPLOYMENT

Preference in employment, reemployment, promotion, and retention shall be given to eligible veterans who meet the minimum eligibility requirements and have the knowledge, skills, and abilities required for the particular position.

Appointment or Retention in Positions of Employment

Preference shall be given based on the following:

A. Those disabled veterans:

1. who have served on active duty in any branch of the Armed Forces of the United States, have been separated under honorable conditions, and have established the present existence of a service-connected disability which is compensable under public laws administered by the U.S. Department of Veterans' Affairs; or

2. who are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the U.S. Department of Veterans' Affairs and the Department of Defense.

B. The spouse of any person who has a total disability, permanent in nature, resulting from a service-connected disability and who, because of this disability, cannot qualify for employment, and the spouse of any person missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.

C. A veteran of any war as defined in F.S. 1.01(14). The veteran must have served at least one (1) day during a wartime period to be eligible for veterans' preference. Active duty for training shall not be allowed for eligibility under this paragraph.
D. The unremarried widow or widower of a veteran who died of a service-connected disability.

E. The mother, father, legal guardian, or unremarried widow or widower of a service member who died as a result of military service under combat-related conditions, as verified by the United States Department of Defense.

F. A current member of any reserve component of the United States Armed Forces or The Florida National Guard.

Preference in employment and retention may be given only to eligible persons who are described above and who are residents of this State. In all positions in which the appointment or employment of persons is not subject to a written examination, first preference in appointment, employment, and retention shall be given by the State and political subdivisions in the State to persons included under A and B above, and second preference shall be given to persons included under C and D above, who possess the minimum qualifications necessary to discharge the duties of the position involved.

A disabled veteran employed as the result of being placed at the top of the appropriate employment list shall be appointed for a probationary period of one (1) year. At the end of the period, if the work of the veteran has been satisfactorily performed, the veteran will acquire permanent employment status and will be subject to the employment rules of the District.

**Reinstatement or Reemployment**

When a District employee has served in the Armed Forces of the United States and is discharged or separated with an honorable discharge, the District shall reemploy or reinstate the person to the same position that s/he held prior to service in the Armed Forces, or to an equivalent position, provided such person returns to the position within one (1) year of his/her date of separation or, in the case of extended active duty, within one (1) year of the date of discharge or separation subsequent to the extension. The person shall also be awarded preference in promotion and shall be promoted ahead of all others who are as well qualified or less qualified for the position.

Further, the District shall reemploy or reinstate the person who was a veteran when employed by the District and who was recalled to extended active duty in the Armed Forces of the United States and was discharged or separated with an honorable discharge to the same position that s/he held prior to service in the Armed Forces, or to an equivalent position, provided the person returns to the position within one (1) year of his/her date of separation or, in the case of extended active duty, within one (1) year of the date of discharge or separation subsequent to the extension. The person shall also be awarded preference in promotion and shall be promoted ahead of all others who are as well qualified or less qualified for the position.
position. "Extended active duty" means active duty, other than for training, beyond the date of honorable discharge or separation, due to military requirements.

The provisions in the preceding two (2) paragraphs pertaining to persons who are reemployed or reinstated shall apply only to a veteran's first promotion after reinstatement or reemployment, without exception.

F.S. 1.01(14), 110.2135, 295.07, 295.08, 295.085, 295.09
NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

The School Board shall provide equal opportunity for all students and will not discriminate or tolerate harassment in its educational programs or activities on any basis prohibited by law or Board policy.

The Superintendent shall:

A. Curriculum Content

review current and proposed courses of study and textbooks to detect any bias based upon sex, race, color, ethnic or national origin, religion, marital status, disability, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, and pregnancy; ascertaining whether or not supplemental materials, singly or taken as a whole, fairly depict the contribution of both genders, various races, ethnic groups, etc., toward the development of human society;

B. Staff Training

develop an ongoing program of in-service training for school personnel designed to identify and solve problems of color/racial, gender, religious, national, cultural, or other bias in all aspects of the program;

C. Student Access

review current and proposed programs, activities, facilities, and practices to verify that all students have equal access thereto and are not segregated on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, and pregnancy in any duty, work, play, classroom, or school practice, except as may be permitted under State and Federal laws and regulations;

The Board may establish and maintain a single-gender nonvocational class, extra-curricular activity, or school for elementary, middle, or high school students.
D. District Support

verify that similar aspects of the District’s program receive similar
support as to staff size and compensation, purchase and
maintenance of facilities and equipment, access to such facilities
and equipment, and related matters;

E. Student Evaluation

verify that tests, procedures, or guidance and counseling materials,
which are designed to evaluate student progress, rate aptitudes,
analyze personality, or in any manner establish or tend to establish
a category by which a student may be judged, are not differentiated
or stereotyped on any basis prohibited by law or Board policy.

The District Compliance Officer will supervise compliance with Federal and State
regulations and address complaints according to law and Policy 5517.02. The Board
shall provide proper notice of nondiscrimination for Title II, Title VI, and VII of the
Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section
504 of the Rehabilitation Act of 1973, and the Age Act is provided to students, their
parents, staff members, and the general public.

Privacy/Confidentiality

The privacy of students, the individuals against whom the complaint is filed, and the
witnesses, shall be respected consistent with the Board’s legal obligations to
investigate, take appropriate action, and comply with any discovery or disclosure
obligations. All records generated under this policy and its related administrative
procedures shall be maintained as confidential to the extent permitted by law.

Retention of Investigatory Records and Materials

All individuals charged with conducting investigations under this policy shall retain
all information, documents, electronically stored information (ESI), and electronic
media created and received as part of an investigation. The information shall be
retained immediately upon commencement of an investigation and/or, in
accordance with School Board Policy 8320, upon receipt of specific information
and/or written notice that could lead to an investigation, formal complaint, or
potential litigation.
The information, documents, ESI, and electronic media retained may include public records and records exempt from disclosure under Federal and/or State law (e.g., student records).

The information, documents, ESI, and electronic media created or received as part of an investigation shall be retained for not less than three (3) years, but longer if required by School Board Policy 8320 or the District’s records retention schedule.

F.S. 760.08, 760.021, 1000.05
F.A.C. 6A-19.001
Fourteenth Amendment, U.S. Constitution
20 U.S.C. Section 1681, Title IX of Education Amendment Act
20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974
42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act
29 U.S.C. Section 794, Rehabilitation Act of 1973
42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964
42 U.S.C. 6101 et seq.
34 C.F.R. Part 110 (7/27/93)
29 C.F.R. Part 1635
Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, March 1979
Title III of the No Child Left Behind Act of 2001
ANTI-DISCRIMINATION/HARASSMENT (STUDENTS)

The School Board shall comply with all Federal laws and regulations prohibiting discrimination and all requirements and regulations of the U.S. Department of Education. The Board will enforce its prohibition against discrimination/harassment based on sex, race, color, ethnic or national origin, religion, marital status, disability, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, pregnancy, and any other basis prohibited by law. The Board shall maintain an educational and work environment free from all forms of discrimination/harassment, which includes Title IX of the Education Amendments of 1972. Title IX prohibits sexual harassment and other sexual misconduct such as unwelcome touching, graphic verbal comments, sexual jokes, slurs, gestures or pictures. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of prohibited discrimination or harassment against students by employees, other students and their parents or guardians, or third parties. This policy prohibits discrimination and harassment at all School District operations, programs, and activities on school property, or at another location if it occurs during an activity sponsored by the Board.

For additional information about Title IX or any other discrimination/harassment concerns contact:

Title: Office of Civil Rights Compliance (CRC)
Executive Director/Title IX Coordinator

Address: 155 N.E. 15th Street, Suite P104E
Miami, FL 33132

Phone: (305) 995-1580
Fax: (305) 995-2047
E-mail: crc@dadeschools.net
Website: http://crc.dadeschools.net/
For information on Section 504 of the Rehabilitation Act of 1973 or any other student disability concerns contact:

Title: Division of Special Education

504 Coordinator

Address: 1501 N.E. 2nd Avenue, Suite 409

Miami, FL 33132

Phone: (305) 995-1796

Fax: (305) 523-0591

E-mail: ese@dadeschools.net

Website: http://ese.dadeschools.net/

The Board will take immediate steps to discipline individuals for:

A. Retaliating against a person who has made a report or filed a complaint alleging unlawful discrimination/harassment, or who has participated as a witness in a discrimination/harassment investigation.

B. Filing a malicious or knowingly false report or complaint of discrimination/harassment.

C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of prohibited discrimination/harassment, when responsibility for reporting and/or investigating unlawful harassment charges comprises part of one’s supervisory duties.

The District compliance officer will supervise compliance with Federal and State regulations and address complaints in accordance with law and Policy 5517.02. The Board will provide proper notice of nondiscrimination for Title II, Title VI, and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

Reports and Complaints

Students are encouraged to promptly report incidents of discriminatory or harassing conduct to their Principal or the Office of Civil Rights Compliance (CRC) so that the conduct can be addressed before it becomes severe, pervasive, or persistent.
Students who believe they have been harassed or discriminated against are entitled to use the complaint process in Policy 5517.02. Students and parents are encouraged to present complaints of discrimination or harassment by other students or employees to the Principal, complaints against employees will be referred by the Principal to the CRC Office as soon as possible after the alleged conduct occurs while the facts are known and potential witnesses are available. During the investigation, the complainant and the subject of the complaint shall be provided an opportunity to present witnesses and evidence relevant to the complaint. The Principal shall apply the Code of Student Conduct to allegations of discrimination/harassment by students.

The investigative process through CRC involves the investigation of complaints of harassment and discrimination based on the protected categories. The CRC office investigates each case within a reasonable time.

Documentation of investigations of complaint and of any corrective action taken by the school site and throughout the District will be maintained by the department that conducted the investigation. Records of ongoing investigations are kept confidential until a final determination is made on each case. During the investigative process, appropriate preventive measures will be taken to protect the victims and the school community. Subsequent to the completion of a case, the complainant and the subject of the complaint will be provided with written notification of the outcome of the investigation. The District will take remedial action, as necessary, to address and resolve any substantiated complaint of discrimination or harassment and to prevent its recurrence.

Initiating a complaint will not adversely affect the complainant's participation in educational or extra-curricular programs unless the complainant makes the complaint maliciously or with knowledge that it is false. Investigation of an allegation shall not proceed solely on the basis of an anonymous complaint without first attempting to ascertain the identity of the complainant. If after such efforts, the complainant remains anonymous, the investigation will proceed to the extent possible.

**Privacy/Confidentiality**

The District respects the privacy of students, the individual(s) against whom the complaint is filed, and the witnesses consistent with the Board’s legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations. All records generated under this policy and Policy 5517.02 shall be maintained as confidential to the extent permitted by law.
The complaint process in Policy 5517.02 is not intended to interfere with student rights to pursue complaints with the United States Department of Education, Office for Civil Rights, or the Florida Department of Education. The CRC Office processes such complaints according to the procedures and standards set forth by Federal and State agencies.

Retention of Investigatory Records and Materials

All individuals charged with conducting investigations under this policy shall retain all information, documents, electronically stored information (ESI), and electronic media created and received as part of an investigation. The information shall be retained immediately upon commencement of an investigation and/or, in accordance with School Board Policy 8320, upon receipt of specific information and/or written notice that could lead to an investigation, formal complaint, or potential litigation.

The information, documents, ESI, and electronic media retained may include public records and records exempt from disclosure under Federal and/or State law (e.g., student records).

The information, documents, ESI, and electronic media created or received as part of an investigation shall be retained for not less than three (3) years, but longer if required by School Board Policy 8320 or the District's records retention schedule.

Education and Training

The Board promotes preventative educational measures to create greater awareness of unlawful harassment and discrimination. The Superintendent shall provide appropriate training to members of the School District community related to the implementation of this policy and Policy 5517.02.

Sexual Conduct

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

F.S. 110.1221, 1000.05, 1006.07
42 U.S.C. 2000e et seq.
29 U.S.C. 621 et seq.
29 U.S.C. 794
THE SCHOOL BOARD OF MIAMI-DADE COUNTY

1 42 U.S.C. 12101 et seq.
2 20 U.S.C. 1681 et seq.
3 42 U.S.C. 1983
4 National School Boards Association Inquiry and Analysis – May 2008

5 Revised 11/19/13

6 © NEOLA 2011
DISCRIMINATION/HARASSMENT COMPLAINT
PROCEDURES FOR STUDENTS

The Office of Civil Rights Compliance (CRC) is responsible for investigating complaints of discrimination and harassment, including sexual harassment and retaliation filed by employees, students and their parents. The CRC office accepts complaints of discrimination/harassment directly from any member of the School District community. Upon receipt of a complaint, the Compliance Officer will route the complaint to the appropriate school or District office for investigation and/or response. Documentation of investigations of complaints and of any corrective action taken by the school site and throughout the District will be maintained by the department that conducted the investigation.

Complaint Procedures

Any student/parent who has a good faith belief that a student has been subjected to prohibited discrimination/harassment may seek resolution of his/her complaint through the procedures described below.

Students/parents are encouraged to promptly report complaints of discriminatory or harassing conduct to their Principal. In addition to the manner prescribed in Policy 5517, a student/parent may also file the complaint directly with the Region Office or the District’s Office of Civil Rights Compliance (CRC).

CRC Office Contact Information

Title: Office of Civil Rights Compliance (CRC)
Executive Director/Title IX Coordinator

Address: 155 N.E. 15th Street, Suite P104E
Miami, FL 33132

Phone: (305) 995-1580
Fax: (305) 995-2047
E-mail: crc@dadeschools.net
Website: http://crc.dadeschools.net/
This procedure is not intended to interfere with the rights of students/parents to pursue a complaint of discrimination/harassment with the United States Department of Education, Office for Civil Rights (“OCR”), or the Florida Department of Education.

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

Anonymous complaints shall not be processed, without first attempting to ascertain the identity of the complainant and except as outlined in Policy 5517.01. If after such efforts, the complainant remains anonymous, the investigation will proceed.

The complaint must be signed attesting that it is true to the best of the complainant’s knowledge, information, and belief. The Principal or the CRC Office will assist the complainant in reducing verbal complaints to writing. Any complainant who knowingly submits false information will be subject to discipline according to the Code of Student Conduct or applicable laws. During the investigation of a complaint, the complainant and the subject of the complaint shall be provided an opportunity to present witnesses and other evidence relevant to the complaint.

The initiation of a discrimination or harassment complaint by student/parent will not be used as a basis for actions that adversely affect the student’s standing in his/her educational or extra-curricular activities unless the student makes the complaint maliciously or with knowledge that it is false. Additionally, participation in or assistance with the investigation of a complaint shall not be used as the basis of any adverse action against the student or parent.

Students/parents should make every effort to submit a complaint as soon as possible after the prohibited conduct while the facts are known and potential witnesses are available, and to ensure a timely response to the conduct in question. Under Federal guidelines, complaints must be filed within 180 calendar days of the date of the last act of alleged discrimination.
Processing Complaints

A. School-Site

All complaints involving student to student harassment, including sexual harassment, will be first investigated at the school site. If such complaints are made directly to the District Office, the Region Office or the CRC Office, they will be referred to the school site for the initial investigation. Complaints involving harassment, including sexual harassment, of a student by an employee or other representatives of the school system will be investigated by the CRC Office.

Principals are required to:

1. receive and document the complaint and notify the CRC Office within twenty-four (24) hours of receiving the complaint; for verbal complaints, assist the complainant in reducing the complaint to writing and encourage the complainant to attest that it is true to the best of the complainant’s knowledge, information, and belief;

2. provide a copy of this Policy 5517.02 to the complainant;

3. meet with the complainant (student/parent) to ascertain the facts pertinent to the allegations;

4. meet with the student(s) accused of the alleged harassment to obtain a response to the complaint both orally and in writing;

5. meet with all available witnesses identified by the person(s) making the report of harassment and the subject of the complaint, individually and confidentially. Witnesses will be asked to make a statement both orally and in writing regarding the alleged facts that form the basis of the complaint;

6. document all reports and interventions on the appropriate student case management forms within ten (10) workdays;
Upon completion of the investigation, any student(s) found to have violated this policy will be subject to any of the disciplinary actions described in the Code of Student Conduct and coded on the appropriate student case management form;

*The principal shall contact Miami-Dade County Schools Police in accordance with the Code of Student Conduct.

7. provide complainant and subject of the complaint with a written notification of the outcome of the investigation in accordance with student confidentiality requirements; and

Absent unusual circumstances, the written report of the investigation will be provided within ten (10) workdays of reaching a final determination.

8. notify the CRC Office concurrently in writing of the outcome of the complaint.

If the complaint is made directly to a school staff member other than the Principal, they shall immediately refer the complaint to the Principal.

School-site administrators shall apply the Code of Student Conduct to all allegations of harassment by students and to report the allegations to the CRC Office. Additional procedures concerning complaints of bullying are contained in Policy 5517.01. Students/Parents are encouraged to direct complaints alleging discrimination/harassment by employees to the CRC Office. Any such complaints filed with the school must be immediately forwarded by the Principal to the CRC Office.

B. Appeals to the Region Office

If the complaint is not resolved to the complainant’s satisfaction after discussion with the Principal, the student/parent may appeal to the Region Office by submitting a letter to the corresponding Region Office within fifteen (15) workdays of the Principal’s final determination.
Within fifteen (15) workdays, the Region Office shall address appeals of complaints made to the school site by:

1. reviewing documentation submitted by the Principal;
2. providing a copy of this Policy 5517.02 to the complainant;
3. discussing the allegations with the complainant, the subject of the complaint, and witnesses (in person or otherwise), if necessary;
4. appending existing documentation to outline the steps taken to address the complaint, including the outcome/resolution;
5. providing complainant and the subject of the complaint with a written notification of the outcome of the investigation in accordance with student confidentiality requirements; and

Absent unusual circumstances, the written report of the investigation will be provided within ten (10) workdays of reaching a final determination by the Region Office.

6. notifying the CRC Office concurrently in writing of the outcome of the complaint.

C. Complaints to the CRC Office

The Compliance Officer is responsible for accepting complaints and routing them for investigation and/or response within three (3) workdays. Students/Parents should be aware that submitting complaints to other District offices (e.g., Superintendent) may require additional time to process.

Investigations conducted by the CRC Office, absent unusual circumstances, may take thirty (30) workdays. The complainant and the subject of the complaint will be provided a written report of the findings summarizing the evidence gathered during the investigation and the final determination of the case. The written report of the investigation will be provided within ten (10) workdays of reaching a final determination.
If the student/parent does not agree with the final determination made by the CRC Office, s/he may appeal the determination to the Superintendent by submitting a letter of appeal within fifteen (15) workdays of the date of the final determination.

The Superintendent or designee shall address the requests for appeal within fifteen (15) workdays of receipt of the written request by:

1. reviewing documentation submitted by the CRC office;
2. reviewing information provided by complainant;
3. obtaining additional information if determined necessary to do so;
4. providing complainant written notification of the outcome of the appeal; and

Absent unusual circumstances, the written notification will be provided within fifteen (15) workdays of the review.

5. notifying the CRC Office concurrently in writing of the outcome of the review.

D. Other School District Offices/Sites:

Complaints filed with any other School District site shall be referred directly to the CRC Office for routing and processing.

For complaints filed directly with the United States Department of Education and/or the Florida Department of Education, the Compliance Officer coordinates the District’s investigation and response to the Federal or State agency. However, the Federal or State agency provides a written response directly to the complainant. The School Board will provide proper notice of nondiscrimination for Title II, Title VI, and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990.
E. Corrective Strategies:

Appropriate remedial/corrective action for students who commit acts of harassment range from behavioral interventions up to and including suspension or expulsion as outlined in the Code of Student Conduct. Removal from the class where the infraction occurred may be implemented as a preventive measure, pending the outcome of the investigation.

Consequences and appropriate remedial action for a school employee found to have committed an act of harassment shall include discipline in accordance with District policies, administrative procedures, and collective bargaining agreements. Alternate assignments to another location are considered when the nature of the allegation is so egregious as to warrant the removal of an employee from the site to an alternate assignment until the resolution of the case.

Consequences and appropriate remedial action for a visitor or volunteer found to have committed an act of harassment shall be determined by the school administrator after consideration of the nature and circumstances of the act, including reports to appropriate law enforcement officials. Temporary removal of the alleged subject of the complaint from the premises may be implemented as a preventive measure.

Retention of Investigatory Records and Materials

All individuals charged with conducting investigations under this policy shall retain all information, documents, electronically stored information (ESI), and electronic media created and received as part of an investigation. The information shall be retained immediately upon commencement of an investigation and/or, in accordance with School Board Policy 8320, upon receipt of specific information and/or written notice that could lead to an investigation, formal complaint, or potential litigation.

The information, documents, ESI, and electronic media retained may include public records and records exempt from disclosure under Federal and/or State law (e.g., student records).

The information, documents, ESI, and electronic media created or received as part of an investigation shall be retained for not less than three (3) years, but longer if required by School Board Policy 8320 or the District's records retention schedule.
DATING VIOLENCE OR ABUSE

Student dating violence or abuse is prohibited in all secondary schools on school property, during any school-related or school-sponsored program or activity, and/or during school-sponsored transportation.

Definition

Student dating violence involves a pattern of emotional, verbal, sexual, or physical abuse used by one person in a current or past dating relationship to exert power and control over another. Abuse may include insults, coercion, social sabotage, sexual harassment, stalking, threats and/or acts of physical or sexual abuse. It may also include abuse, harassment, and stalking via electronic devices such as cell phones and computers, harassment through a third party, and may be physical, mental, or both.

Reporting Requirement

A. All verbal or written reports/complaints alleging violations of this policy shall be submitted to the Principal or designee.

B. All school employees who witness an act of dating violence or abuse or who have a reasonable suspicion that an act of dating violence and/or abuse has taken place must report the incident to the Principal or designee. The employee shall also immediately report the incident to School Police if there is reason to suspect that the incident might constitute a crime. Any uncertainty regarding whether an alleged violation might constitute a crime must be resolved in favor of reporting the incident to School Police.

C. An employee’s failure to report may result in action(s) or discipline consistent with the collective bargaining agreement provisions or School Board policy.

D. Nothing in this policy shall relieve a reporter of the obligation to report a reasonable suspicion of child abuse or neglect to the Florida Abuse Hotline or local law enforcement pursuant to F.S. 39.201.

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Complaints/Reports

A. Complaints and reports should be submitted as soon as possible after the alleged incident but shall be submitted within ninety (90) school days after the most recent alleged act of dating violence and/or abuse. The Principal or designee shall document and investigate any complaints or reports and take immediate action to prevent the reoccurrence of the behavior. Appropriate disciplinary action may be taken pursuant to the Code of Student Conduct (Policy 5500).

B. Failure on the part of the alleged victim to initiate a complaint within ninety (90) school days or to cooperate with the investigation may result in the complaint being deemed abandoned regarding that particular incident.

C. Additional procedures regarding complaints about bullying and harassment are contained in Policy 5517.01 and Policy 5517.02 and the allegations may also be required to be reported to the Office of Civil Rights pursuant to Policy 5517.

D. Each school shall publicize the procedure for submitting a complaint or report of dating violence in-person or anonymously and how this report will be addressed.

E. The victim of student dating violence or abuse, anyone who witnessed an act of dating violence or abuse, and anyone who has reasonable suspicion that an act of dating violence or abuse has taken place pursuant to this policy may submit a report of dating violence or abuse.

F. Submission of a good faith complaint or report of student dating violence or abuse will not affect the complainant or reporter’s future employment, grades, learning or working environment, or work assignments. Appropriate action will be pursued for persons found to have wrongfully and intentionally accused another of an act of dating violence or abuse.

G. Any written or verbal reports of an act of dating violence or abuse shall be considered an official means of reporting. Reports may be made anonymously but disciplinary action may not be based solely on the basis of an anonymous report.
Retention of Investigatory Records and Materials

All individuals charged with conducting investigations under this policy shall retain all information, documents, electronically stored information (ESI), and electronic media created and received as part of an investigation. The information shall be retained immediately upon commencement of an investigation and/or, in accordance with School Board Policy 8320, upon receipt of specific information and/or written notice that could lead to an investigation, formal complaint, or potential litigation.

The information, documents, ESI, and electronic media retained may include public records and records exempt from disclosure under Federal and/or State law (e.g., student records).

The information, documents, ESI, and electronic media created or received as part of an investigation shall be retained for not less than three (3) years, but longer if required by School Board Policy 8320 or the District's records retention schedule.
Support and Reasonable Accommodations

A. Principals shall include the policy in the school’s student/parent handbook.

B. If students or their parent(s)/guardian(s) inform the school that a court has issued a restraining or protective order, a copy of the order should be maintained in the students’ files. The school shall notify School Police immediately if it reasonably believes that a criminal or civil restraining order has been violated. School Police shall respond to a report of a violation of a criminal or civil restraining order.

C. Whenever possible, face-to-face contact between the victim and alleged perpetrator should be avoided during the pendency of the investigation.

D. The student who is allegedly experiencing dating violence or abuse may submit a verbal or written request for accommodations to the school. If the request is made verbally, the school administrator shall document the request in writing and provide a written decision to the student as soon as possible. A denial of a request for accommodation must specify the reason(s) for the denial. If scheduling changes are requested or determined by the school to be in the best interest of the victim, the school will accommodate the victim’s preference to the extent possible.

Dating Violence and/or Abuse Prevention Curriculum

Instruction regarding dating violence or abuse will be provided for students in grades 7 through 12 as a component of the health education curriculum as listed in F.S. 1003.42. This instruction includes, but is not limited to, the definition of dating violence or abuse, the warning signs of dating violence or abusive behavior, the characteristics of healthy relationships, measures to prevent and stop dating violence or abuse, and community resources available to victims of dating violence or abuse. The curriculum must emphasize prevention based education. Schools should also implement a peer mentor or peer education component that will foster a deeper understanding of the issues by allowing students to relate to a similarly situated peer.
Professional Development

The Principal shall review the policy with faculty/staff at the Opening of Schools meeting. Teachers, school administrators, counseling professionals and other school site employees shall also be provided training in proper identification, investigation, and intervention of dating violence or abuse incidents that fall within the jurisdiction of the school.

Students, parents/legal guardians, teachers, and school volunteers shall be provided information on this policy, evidence-based methods of preventing dating violence or abuse, and how to effectively identify and respond to dating violence or abuse incidents.

F.S. 1006.148

Adopted 9/3/13

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