

6Hx19-2.06 EQUAL ACCESS-EQUAL OPPORTUNITY EMPLOYMENT

The purpose of this Board Rule is to establish Board policy regarding equal access and equal opportunity employment.

The District Board of Trustees of Pasco-Hernando State College shall provide equal access and equal opportunity to applicants for employment and its employees, without regard to race, color, age, national origin, religion, marital status, gender, gender identity, Sexual orientation, disabling condition, ethnicity, pregnancy, or any other factor or condition protected by law. The College shall not solicit, collect, maintain or utilize genetic information, as defined in Federal regulations, of an employee, employee's family member or dependent for any purpose.

The Board subscribes to the principle of protecting an individual's dignity and will take affirmative action to ensure that applicants for employment and employees are treated in a manner consistent with this Board Rule. District Board of Trustees Rule 6Hx19-2.39, *Resolution of Employee/Applicant Grievances*, will be followed to resolve claims of discriminatory practices.

The President shall establish procedures to ensure that the College's hiring practices promote equal access and equal opportunity employment.

Rule Adopted: 3/30/72; 8/25/75; 1/16/78; 11/19/79; 9/20/85; 11/16/87; 7/11/88;
 9/16/97; 11/18/08; 4/17/12; 01/15/13; 05/17/16

Effective Date: 3/30/72; 10/7/75; 1/16/78; 11/19/79; 9/20/85; 11/16/87; 7/11/88;
 9/16/97; 11/18/08; 4/17/12; 01/15/13; 05/17/16

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65; 112

Other References: Florida Administrative Code: 6A-19

Law Implemented: Florida Statutes: 112.042; 112.043;
 1001.64(1)(2)(4)(18)(43)(44);
 1001.65(1)(3)(16)(25); 1012.855; 1012.86

Proposer: Timothy L. Beard, President