

# EQUAL OPPORTUNITY AND INCLUSIVE EXCELLENCE POLICIES

As an institution of higher learning, Broward College is dedicated to the inculcation of the highest ideals of citizenship in a free society. The college as an equal opportunity employer complies with all applicable federal and state laws regarding discrimination. Consistent with the American ideals of equality of citizens and the dignity and worth of each person, the college hereby states that equal employment opportunity and advancement, as well as participation in programs and activities, are provided consonant with appropriate laws without regard to race, color, sex, national origin, religion, age, disability, marital status, sexual orientation or other legally protected classifications.

Consistent with Broward College's vision, mission, and core values, Broward College is committed to fostering a welcoming, affirming, and empowering culture of respect and inclusion, empowering and engaging students, faculty, and staff. The College is committed to inclusive excellence, and affirms its commitment to recruit, support, and retain a diverse student, faculty, and staff community that reflects the demographics of Broward County. All members of the faculty, staff, and student body are expected to assist in making this policy a practical reality. The president of the college is empowered to implement this policy through appropriate personnel and by use of effective procedures.

The role of the Vice President for Talent and Culture is to monitor the college's human resource policies and procedures and to ensure compliance with federal and state laws that prohibit discrimination on the basis of race, color, age, national origin, religion, age, disability, marital status, sexual orientation or other legally protected classifications. As the College's equity coordinator, the Senior Director for Employee Relations coordinates compliance with civil rights protections and is the State's designated Equity officer for the College.

Broward College does not discriminate on the basis of race, color, ethnicity, genetic information, national origin, sex, disability, or age in its programs and activities. Inquiries regarding the non-discrimination policies may be directed to:

Vice President  
Talent and Culture  
6400 NW 6th Way  
Ft. Lauderdale, FL 33309  
(954) 201-7502

Employees, applicants and students are regularly notified of this information and this information is posted in conspicuous locations on all campuses, is provided annually to all employees and students through college publications including, but not limited to, the following: College Newsletter, Salary Schedule, College Catalog, Course Schedule, Student Handbook and the Annual Equity Report.

Any employee, applicant for employment, student, or candidate for admission that has concerns about equitable treatment may contact the college equity coordinator. Students and employees should use college Procedure A6Hx2-3.34 ([https://www.broward.edu/legal/policies-and-procedures/\\_docs/procedure/a6hx2-3.34.pdf](https://www.broward.edu/legal/policies-and-procedures/_docs/procedure/a6hx2-3.34.pdf)) Reporting violations and conducting investigations of complaints alleging discrimination harassment, and/or retaliation.

Policy prohibiting discrimination, harassment and retaliation Broward College recognizes its obligation to work towards a community in which equal employment opportunities are provided free from discrimination, unlawful harassment and retaliation in accordance with federal, state and local laws.

The Employee Relations department in Talent and Culture shall investigate complaints of discrimination, harassment, and retaliation according to the college policies and procedures. This authority is delegated from the college president to the vice president for Talent and Culture and carries the obligation to ensure that the college community adheres to the college's policies prohibiting discrimination, harassment, and retaliation.

The college affirms its commitment to ensure that each member of the college community shall be permitted to work in an environment free from any form of discrimination or harassment based upon race, color, sex, national origin, religion, age, disability, marital status, sexual orientation or other legally protected classification. Please see Broward College Policies 6Hx2-3.34 ([https://www.broward.edu/legal/policies-and-procedures/\\_docs/policy/6hx2-3.34.pdf](https://www.broward.edu/legal/policies-and-procedures/_docs/policy/6hx2-3.34.pdf)) and 6Hx2-3.44 ([https://www.broward.edu/legal/policies-and-procedures/\\_docs/policy/6hx2-3.44.pdf](https://www.broward.edu/legal/policies-and-procedures/_docs/policy/6hx2-3.44.pdf)) for further details.