

BROWARD COLLEGE UNLAWFUL DISCRIMINATION AND RETALIATION INFORMATION

As an institution of higher learning, Broward College is dedicated to the highest ideals of citizenship in a free society. The College as a Florida employer complies with all applicable federal and state laws regarding unlawful discrimination and retaliation. Consistent with the American ideals of citizenship and the dignity and worth of each person, the College hereby states that 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, gender identity, genetic information 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, empowering and engaging students, faculty, and staff. The College is committed to excellence, and affirms its commitment to recruit, support, and retain students, faculty, and staff in support of our college community. 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 Human Resources Talent and Culture is to monitor the College's policies and procedures and to ensure compliance with federal and state laws that prohibit unlawful discrimination or retaliation on the basis of race, color, age, national origin, religion, age, disability, marital status, sexual orientation, gender identity, genetic information or other legally protected classifications. As the College's Compliance Officer, the Senior Director for Employee Relations coordinates compliance with civil rights protections and is the State's point of contact for all compliance as it relates to unlawful discrimination or retaliation in the workforce for the College.

Broward College does not discriminate on the basis race, color, sex, gender, national origin, religion, age, disability, marital status, sexual orientation, gender identity, genetic information or other legally protected classification 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 any State Reporting.

Any employee, applicant for employment, student, or candidate for admission that has concerns about treatment may contact the college compliance 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) Procedure for Resolution of Complaints of Discrimination and Retaliation to report such allegations.

In support of the College's Policies prohibiting unlawful discrimination and retaliation, Broward College recognizes its obligation to work towards a community in which employment opportunities are provided free from unlawful discrimination and retaliation in accordance with federal, state and local laws.

The Employee Relations Department in Human Resources Talent and Culture shall investigate complaints of unlawful discrimination and retaliation according to the college policies and procedures. This authority is delegated from the College President to the Vice President for Human Resources Talent and Culture and carries the obligation to ensure that the college community adheres to the college's policies prohibiting unlawful discrimination 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 unlawful discrimination or retaliation based upon race, color, sex, national origin, religion, age, disability, marital status, sexual orientation, gender identity, genetic information, 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) and 6Hx2-3.44 (https://www.broward.edu/legal/policies-and-procedures/_docs/policy/6hx2-3.44.pdf) for further details.