

**LAKE-SUMTER STATE COLLEGE  
BOARD RULE**

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**TITLE:** Non-Discrimination

**NUMBER 2.02**

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**AUTHORITY:** Title VII, Civil Rights Acts of 1964,  
Title IX of the Education Amendments of 1972,  
The Florida Civil Rights Act, The Clery Act,  
The Violence Against Women Act, F.S. 1000.05.

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**HISTORY:** New - 04/15/87  
Amended- 06/19/96, 06/20/01, 09/20/05, 06/24/13, 09/16/15  
Reviewed- *09108109*

**DATE ADOPTED:**

**9/16/15**

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**REFERS TO PROCEDURE NUMBER:**

**PRO 2-07**

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1. The District Board of Trustees affirms adherence to equal access/equal opportunity in accordance with the provisions of the Florida Educational Equity Act (FS1000.05), Title IX and all other relevant state and federal laws, rules, regulations and executive orders.
2. Lake-Sumter State College is committed to non-discrimination based on race, color, sex, ethnicity, gender, national origin, age, disability, genetic information, marital status, veteran status, religion, sexual orientation, political affiliation and pregnancy. This commitment applies in all areas to applicants, visitors, students, faculty, administrators, staff, and others affiliated with the College.
3. The President shall provide equal access and equal opportunity for all services made available by the College and to conduct all employment programs, policies and practices, educational programs, training and activities in a non-discriminatory manner.
4. The President or designee shall provide for hearing and responding to complaints dealing with alleged misconduct and/or discrimination made by an employee, a student, an outside contractor, an applicant for employment, admission to the College and all others affiliated with the College.
5. The President or designee shall ensure that College rules and procedures are established and implemented that identify specific actions to ensure the safety and security of all affiliated with and/or in attendance at any College sponsored, College-affiliated and College sanctioned activities and events in accordance with all relevant state and federal laws, rules, regulations and executive orders.
6. The District Board of Trustees intends that a prompt and equitable resolution of any allegation be reached through a procedure (process) that is free of coercion, interference, restraint, discrimination, retaliation, harassment or reprisal and that affords the complainant adequate opportunity to resolve the complaint.