

# Hardee District Schools

## Policy of Non-Discrimination



The Hardee County School District does not discriminate on the basis of race, color, national origin, gender, age, disability or marital status in its educational programs, services or activities, or in its hiring or employment practices. The district also provides equal access to its facilities to the Boy Scouts and other patriotic youth groups, as required by the Boy Scouts of America Equal Access Act. Questions, complaints, or requests for additional information regarding discrimination or harassment may be sent to:

**Sherri Albritton, Ed.D**  
**Director of Student Academic Services & Federal Programs**  
**230 South Florida Avenue, Wauchula, FL 33873**  
**salbritton@hardee.k12.fl.us**  
**863-767-0662**

**Teresa Hall**  
**Director of Exceptional Student Education**  
**200 South Florida Avenue, Wauchula, FL, 33873**  
**thall@hardee.k12.fl.us**  
**863-773-2600**

### **RULE 2.43 NON-DISCRIMINATION**

The Hardee County School Board adheres to a policy of non-discrimination in educational programs, activities, benefits, and employment practices and strives affirmatively to provide equal opportunity for all as required by the following:

(1) No person shall, on the basis of race, national origin, sex, handicap, color, religion, age, or marital status, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity, or in any employment conditions or practices of the Hardee County School Board.

General Statutory Authority: 120.52, 120.53, 120.54, 120.55, 1001.41, 1001.42, 1000.05, F.S.

Specific Statutory Authority: Title VI of the Civil Rights Act 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Age Discrimination Act of 1967; Sec. 1000.05 F. S.

### **RULE 2.49 POLICIES AND PROCEDURES RE: SEX OR GENDER BASED DISCRIMINATION**

(1) Statement of Policy It is the policy of the Hardee County School Board that every employee and student should be able to work in an environment free of any form of harassment based on race, color, religion, age, sex, pregnancy, national origin, disability or marital status.

(2) Definitions To help ensure that none of its employees or students ever feel they are being subjected to harassment, and in order to create an appropriate educational and work environment, the Hardee County School Board prohibits any offensive physical, written or spoken conduct regarding any of these items, including conduct based on gender or of a sexual nature. The following forms of harassment are explicitly prohibited:

(a) Unwelcome or unwanted advances, including sexual advances. This means patting, pinching, brushing up against, hugging, cornering, kissing, fondling; sexually oriented kidding, teasing or jokes. Any verbal abuse or kidding which includes comments about race, national origin, disability or appearance is also prohibited. Such conduct toward a student or an employee is specifically prohibited.

(b) Creating an educational or work environment that is hostile, abusive or offensive because of unwelcome or unwanted conversations, suggestions, requests, demands physical contacts or attentions, whether sexually oriented or otherwise related to a prohibited form of harassment.

General Statutory Authority: Sec. 120.52, 120.53, 120.54(6), 120.55, 1001.41(2), 1001.42, F.S.

Specific Statutory Authority: 120.54(6), 1001.42, 1000.05, F.S.

**For complete procedures on Non-Discrimination, Non-Harassment, and Grievances,  
contact any school administrator or the Equity Contacts listed above.**