

## NOTICE OF CHANGE IN PROPOSED REGULATION

Date:

**REGULATION TITLE:**

Non-Discrimination Policy

**REGULATION NO.:**

UF-1.006

**SUMMARY OF CHANGES:** The University of Florida, in response to comments received concerning the amendments to the above regulation, has changed paragraph (3) as follows:

(3) Complaints and Appeal Procedures. Any employee or student who believes that he or she is a victim of discrimination, including without limitation sexual harassment as defined above, or retaliation for filing a claim of discrimination, may pursue informal resolution of the complaint or may file a formal written complaint in accordance with University of Florida Regulations Rules 6CI-1.0063 and 6CI-4.012 F.A.C. Employees and students may contact the Director of Equal Employment Opportunity to seek assistance in informally resolving the complaint or in filing a formal complaint or grievance.

**THE FULL TEXT OF THE PROPOSED REGULATION IS ATTACHED TO THIS NOTICE.**

REGULATIONS OF [THE](#)  
UNIVERSITY OF FLORIDA

**[6CI-1.006 University of Florida;](#)** Non-Discrimination Policy.

(1) The University shall actively promote equal opportunity policies and practices conforming to laws against discrimination. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, marital status, national origin, political opinions or affiliations, [genetic information](#) and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act. This commitment applies in all areas to students, Academic Personnel (AP), Technical, Executive, Administrative, and Managerial Support (TEAMS) staff, University Support Personnel System (USPS) personnel, and Other Personnel Services (OPS) employees. The University realizes that it must continue to intensify its concern and devote itself to the elimination of conditions from which discrimination spring. In this respect the University accepts the responsibility for solving problems related to these matters. Accordingly, the University will continue to search for the most appropriate ways and means to provide an effective and enduring contribution to the improvement of these relationships.

(2) It is the policy of the University that each employee and student be allowed to work and study in an environment free from any form of discrimination. Sexual harassment is a form of sex discrimination under Title VII of the Civil Rights Act of 1964, and is conduct unbecoming a State employee as provided in Section 110.227, [Florida Statutes](#).

(a) Sexual harassment is defined as unwelcome sexual advances, or requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct or request is made either explicitly or implicitly a term or condition of an individual's employment or academic status.
2. Submission to or rejection of such conduct or request by an individual is used as the basis for employment or academic decisions affecting such individual, or
3. Such conduct or request has the purpose or effect of unreasonably interfering with an individual's work or academic performance or of creating an intimidating, hostile work-related or academic environment.

(b) Disciplinary Action.

1. Any employee or student of the University who is found to have sexually harassed another employee or applicant for employment or student will be subject to disciplinary action up to and including dismissal or expulsion.
2. Any employee or student in a supervisory capacity who has actual knowledge by direct observation or by receipt of a complaint of sexual harassment involving any of those employees he or she supervises or over whomever he or she has managerial authority, and who does not investigate, and, if appropriate, take corrective action or report the matter directly to the Director of Equal Employment Opportunity, shall be subject to disciplinary action up to and including dismissal or expulsion.

- (3) Complaints and Appeal Procedures. Any employee or student who believes that he or she is a victim of discrimination, including without limitation sexual harassment as defined above, or retaliation for filing a claim of discrimination, may pursue informal resolution of the complaint or may file a formal written complaint in accordance with University of Florida Regulations ~~Rules~~ ~~6CI~~ 1.0063 and ~~6CI~~ 4.012 ~~F.A.C.~~ Employees and students may contact the

Director of Equal Employment Opportunity to seek assistance in informally resolving the complaint or in filing a formal complaint or grievance.

~~Specific~~ Authority: BOG Regulation 1.001.1001.74(4) FS.

~~Law Implemented 1001.74(10) and (19) FS.~~

History--New 2-23-82, Amended 3-6-85, 11-13-90, 4-30-95, 11-25-03, 10-11-07  
(technical changes only), Formerly 6C1-1.006, Amended \_\_\_\_\_.