

# NOTICE OF NON-DISCRIMINATION

The **Florida Educational Equity Act**, Chapter 228.2001 Florida Statutes, requires that public education agencies regularly notify staff, students, and applicants for employment, parents, collective bargaining units, and the general public of its policies of non-discrimination. The information below is posted to comply with the notification requirements of the act.

**Equity Coordinator** – Marla Hiers, Director of Personnel is designated as the Equity Coordinator for Levy County. She can be reached at 480 Marshburn Drive, Bronson, FL 32621, 352-486-5231 or email [marla.hiers@levyk12.org](mailto:marla.hiers@levyk12.org)

**Non-discrimination in Employment** - All applicants for employment with the School Board of Levy County shall be recruited, selected, and assigned solely on the basis of experience, qualifications and the necessary requirements for the vacant position. Race, color, national origin, gender age disability, religion , marital status or genic information, will not be considered factors in the recruitment, selection, and assignment of such personnel, nor shall any qualified disabled person be excluded from consideration for employment solely on the basis of his/her disability. Reasonable accommodations are available for persons with disabilities to complete the application and/or interview process. Applicants/individuals with disabilities requesting accommodations under the Americans with Disabilities Act may contact the District office, 480 Marshburn Drive, or call 352-486-5231 for assistance.

**Non-discrimination in Student Activities** - No student enrolled in the Levy County Schools shall, on the basis of race, religion, age, national background, gender, marital status, disability, or genetic information, be excluded from participation in or be subjected to discrimination under any curricular or any other school sponsored activity.

**Career and Technical Education Programs** are included in the curricular programs offered without discrimination. Programs are, Agritechnology, Agriculture, Education Directed Study, Game/Simulation /Animation Programing, Carpentry, Cooperative Diversified Education, Administrative Office Specialist, Animal Science & Service, Aquaculture, Principals of AG Business, Accounting Applications, Digital Design, Medical Skills & Services, Allied Health Assisting, Emergency Medical Respondent, Nursing Assistant, Environmental Horticulture Science & Services and Hospitality & Tourism Management and Waste Water Management. All classes are open for enrollment with the exception of the Health Academy. There is an application process for the Health Academy due to area clinical requirements & availability. Lack of English language skills will not be a barrier to admission and participation. The district may assess each student's ability to benefit from specific programs through placement tests and counseling, and if necessary, will provide services or referrals to better prepare students for successful participation.

Opportunities for using school facilities will be afforded to all youth groups without discrimination. This includes the Boy Scouts of America or any other youth group as provided in the Boy Scouts Act. This rule shall apply to all present and future course offerings and to all other school sponsored activities in which students are eligible to participate.

**Grievance Procedures for Employees Excluded from Bargaining Units\*\*** - Whenever an employee feels that he/she has a grievance, including allegations of discrimination, every effort shall be made to arrive at a satisfactory solution of the problem on an informal basis. When this cannot be done, resort shall be to the more formal procedures provided herein in an effort to resolve a grievance. The grievance procedures for employees excluded from bargaining units shall be as follows:

Any employee with a grievance shall advise his/her immediate supervisor or the Director of Personnel of said grievance in writing and a copy of the said grievance shall be sent to the Superintendent. The written statement of the said grievance must be delivered within sixty (60) days of the alleged violation.

*The School Board of Levy County does not discriminate on the basis of race, color, national origin, gender, age, disability, religion, marital status or genetic information 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 Boys Scout of America Equal Access Act. Questions, complaints, or requests for additional information regarding discrimination or harassment may be sent to:*

**Marla Hiers, Director of Personnel, 480 Marshburn Drive, Bronson, FL 32621, 352-486-5231 or email [marla.hiers@levyk12.org](mailto:marla.hiers@levyk12.org)**

Board Approved 7/14/2021