

PENSACOLA STATE COLLEGE
POLICIES OF THE DISTRICT BOARD OF TRUSTEES

Policy Title:	Equal Access/Equal Opportunity	<u>Number</u> 6Hx20-1.007
Legal Authority:	FS 1001.64, 1000.05	<u>Page</u>
Law Implemented:	FS 1001.64 & 1012.855(2)	Page 1 of 1

Without regard to race, color, religion, sex (as defined by applicable federal and state law), national origin, age, disability, genetic information, pregnancy, or marital status, Pensacola State College commits to the following:

1. Pensacola State College is an equal access/equal opportunity employer and shall recruit, employ, evaluate, assign, promote, or dismiss employees in compliance with all federal and state legislation pertaining to non-discrimination.
2. The College shall provide equal educational opportunities to prospective and enrolled students to include recruitment, admission, programs and activities, facilities, counseling and testing, financial assistance, evaluation, dismissal, graduation, and placement.
3. The equal opportunity principle applies to students, applicants for admission, applicants for employment, employees, veterans, and otherwise qualified disabled persons with regard to employment, the delivery of educational programs and services, and all other appropriate areas in which the College is involved.
4. The College prohibits racial, ethnic, religious, physical, and sexual harassment of its employees and students. Furthermore, the College prohibits discrimination and retaliation, including discrimination based on race, color, religion, sex (as defined by applicable federal and state law), national origin, age, disability, genetic information, pregnancy, or marital status. The College further assures reasonable accommodation of religious observations, practices, and beliefs of individual students and employees in regard to admission, class attendance, scheduling of examinations, and work assignments.

Pensacola State College is in compliance with the Americans with Disabilities Act of 1990, as amended by the ADA Amendments Act of 2008, Title VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, and the Genetic Information Nondiscrimination Act (GINA) of 2008. Inquiries, complaints, or Title IX concerns may be addressed to the Civil Rights Compliance Officer at (850) 484-1759, Pensacola State College, 1000 College Blvd., Pensacola, Florida 32504.

History:	Adopted 6/17/76 as 6Hx20-14.247(9); amended 12/18/80; amended 6/27/83; promulgated 11/19/85; amended 1/17/89; amended 10/19/93; amended 5/21/02; amended 3/23/04; amended 2/21/06; amended 6/26/12; amended 4/16/13; amended 11/16/15; amended 6/21/16; amended 2/21/1; amended 08/18/20; amended 11/18/2025	
President's Signature:		Date: 11/18/2025