



ANTI-DISCRIMINATION POLICY

AcadeMir Charter Schools, Inc. is committed to maintaining a workplace and educational environment that is free from discrimination, harassment, and retaliation. In accordance with applicable federal and state laws, as well as the nondiscrimination principles of Miami-Dade County Public Schools, the Governing Board is dedicated to ensuring that all students, employees, applicants, volunteers, and visitors are treated with dignity, fairness, and respect. AcadeMir Charter Schools provides equal access, opportunity, and treatment in all educational programs, activities, services, and employment practices without regard to race, color, ethnicity, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, age, disability, marital status, genetic information, military or veteran status, or any other classification protected by applicable law. Discrimination, harassment, sexual harassment, intimidation, retaliation, or any form of verbal, written, visual, or physical conduct that creates a hostile, intimidating, or offensive environment will not be tolerated. This includes, but is not limited to, slurs, derogatory remarks, threats, offensive jokes, intimidation, or acts of violence directed toward any individual based on a protected characteristic. Any employee or student who experiences or witnesses' discrimination, harassment, or retaliation is expected to report the conduct promptly in accordance with the school's complaint procedures. Reports will be investigated promptly, thoroughly, and impartially, and appropriate corrective action will be taken when warranted. Violations of this policy may result in disciplinary action, up to and including termination of employment or expulsion, as permitted by law and Board policy.

Title VI of the Civil Rights Act of 1964, as amended - prohibits discrimination on the basis of race, color, and national origin, including actual or perceived shared ancestry or ethnic characteristics, or citizenship or residency in a country with a dominant religion or distinct religious identity.

Title VII of the Civil Rights Act of 1964, as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, and national origin.

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex. M-DCPS does not discriminate on the basis of sex in any education program or activity that it operates as required by Title IX. M-DCPS also does not discriminate on the basis of sex in admissions or employment.

Age Discrimination Act of 1975 - prohibits discrimination based on age in programs or activities.

Age Discrimination in Employment Act of 1967, as amended (ADEA) - prohibits discrimination on the basis of age with respect to individuals who are at least 40 years old.

The Equal Pay Act of 1963, as amended - prohibits gender discrimination in the payment of wages to women and men performing substantially equal work in the same establishment.

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against qualified students with disabilities.

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations, and telecommunications.

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons.

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions.

Florida Educational Equity Act (FEEA) - prohibits discrimination on the basis of race, color, sex, gender, national origin, religion, marital status, or disability in public education.

Florida Civil Rights Act of 1992 - secures all individuals within the state freedom from discrimination because of race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status.

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) - prohibits discrimination against employees or applicants because of genetic information.

Boy Scouts of America Equal Access Act of 2002 – No public school shall deny equal access to or a fair opportunity for groups to meet on school premises or in school facilities before or after school hours or discriminate against any group officially affiliated with Boy Scouts of America or any other youth or community group listed in Title 36 as a patriotic society.

Veterans are provided re-employment rights in accordance with 38 U.S.C. § 4312 (Federal Law) and Section 295.07 (Florida Statutes), which stipulate categorical preferences for employment.

In Addition:

School Board Policies 1362, 3362, 4362, and 5517 - Prohibit harassment and discrimination against students, employees, or applicants on the basis of age, citizenship status, color, disability, ethnic or national origin, FMLA, gender, gender identity, genetic information, linguistic preference, marital status, political beliefs, pregnancy, race, religion, sexual harassment, sexual orientation, social and family background, and any other legally prohibited basis. Retaliation for engaging in a protected civil rights activity is also prohibited.

For additional information about Title IX or discrimination/harassment contact:

Title IX Coordinator
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