

# Know your Rights!

**Title VI of the Civil Rights Act of 1964-** prohibits discrimination on the basis of race, color, religion or national origin

**Title VII of the Civil Rights Act of 1964 as amended-** prohibits discrimination on the basis of gender

**Title IX of the Education Amendments of 1972-** prohibits discrimination on the basis of gender

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

**The Pregnancy Discrimination Act of 1973-** prohibits the discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions

**Florida Education Equality Act (FEEA)-** prohibits discrimination on the basis of race, gender, national origin, marital status or handicap against a student or employee.

**St. Johns County School Board Policies 507 & 509-** prohibits discrimination and harassment against students, employees, and applicants on the basis of race, color, religion, national origin, sex, disability, marital status, political beliefs, sexual orientation, or age.



## F.Y.I Definitions.....

### Bias-

Behaviors resulting from a belief that one group is superior to another

### Stereotyping-

Attributing behaviors, abilities, values, roles, and interests to a person or group of persons based on their group membership

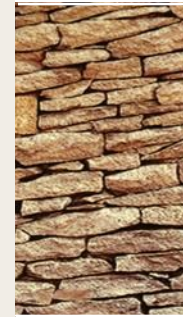
### Prejudice-

Belief that one group is superior to another

### Disparate Treatment-

Actions that treat some people less favorably than others because of their membership in a group

St. Johns County School District  
**40 Orange Street**  
**St. Augustine, FL 32084**



St. Johns County School District

## Equity Notice

Cynthia Williams, Senior Director  
Innovation and Student Success

Cynthia.Williams@stjohns.k12.fl.us

### Committee Members:

Wayne King  
Cynthia Williams  
David Morell  
J.Wynn  
Kim Dixon  
Gene Bennett

St. Johns County School District  
Tim Forson, Superintendent



**St. Johns County**  
School District

# NOTICE

St. Johns County School District prohibits discrimination in the terms and conditions of employment and in access to educational programs and activities and prohibits harassment of any individual or group on the basis of race, color, religion, gender, pregnancy, age, ethnicity, national origin, marital status, disability, gender identity, sexual orientation or genetic information (and any other protected classes included in the district's nondiscrimination policies and in applicable state and federal laws and regulations), political or religious beliefs and national or ethnic origin.

The District also prohibits retaliation for opposing discriminatory practices, and/or for participating in the discrimination complaint process.

In accordance with the Boy Scouts of America Equal Access Act 20, U.S.C. § 7905, the School Board shall not deny equal access or a fair opportunity to meet in District facilities or discriminate against the Boy Scouts of America or any youth group listed in Title 36 (as a patriotic society).

The St. Johns County School District Board Policy 2.16 contains the grievance procedure related to harassment and discrimination for employees, students, and applicants.

If you believe that you have been harassed or discriminated against contact

Your School or Department Administration

Or

A member of the Equity Committee

### Equity Committee Members

Name: Cynthia Williams, Equity Coordinator/Committee Chairperson  
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Name: Kim Dixon, Director of Instructional Technology, Media Svcs. and Instructional Materials  
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Name: Gene Bennett, Program Specialist, Compliance  
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A copy of Policy 2.16 can be found at

[http://www.stjohns.k12.fl.us/board/wp-content/uploads/sites/11/2015/02/2\\_16.pdf](http://www.stjohns.k12.fl.us/board/wp-content/uploads/sites/11/2015/02/2_16.pdf)

Rules and Policies are at each school location including the District Office at 40 Orange Street.