

PUBLIC NOTICE
SECONDARY AND POSTSECONDARY



Protected Categories

Complaints filed with the Miami-Dade County Public Schools Office of Civil Rights Compliance (CRC) must be based on one or more of the protected categories, as defined by federal law, state statutes, School Board policies or local ordinances. The protected categories are as follows:

Age - This category prevents denial of equal employment and/or educational opportunities because of a person's age.
Citizenship Status - This category prevents denial of equal employment and/or educational opportunities because of a person's citizenship or immigration status.

Color - This category prevents denial of equal employment and/or educational opportunities because of a person's skin tone. Color discrimination can occur within the same race; for example someone who has a darker complexion may discriminate against some-one that has a lighter complexion.

Disability - This category prevents denial of equal employment and/or educational opportunities because a person either has, or is perceived to have a permanent impairment that substantially limits or prevents a major life activity. For example, walking, seeing, hearing, talking, sitting, or standing.

Ethnic or National Origin - This category prevents denial of equal employment and/or educational opportunities because of a person's or their ancestors' place of origin; or because an individual has the physical, cultural or linguistic characteristics of a national origin group.

Family Medical Leave Act (FMLA) - This category prevents harassment or discrimination against and eligible employee exercising their right to take up to 12 work weeks of leave during any 12 month period for one or more of the reasons defined in the FMLA statute.

Gender - This category prevents denial of equal employment and/or educational opportunities because of a person's gender.

Gender Identity/Stereotypes - This category prevents denial of equal employment and/or educational opportunities because of a person's gender-related identity, appearance, ex-

pression, or behavior, regardless of the individual's assigned sex at birth.

Genetic Information Nondiscrimination Act (GINA) - This category prevents denial of equal employment opportunities and/or harassment because of a person's genetic information.

Linguistic Preference - This category prevents denial of equal employment and/or educational opportunities because of the language a person speaks unless there is a legitimate business need for requiring that a specific language be spoken.

Marital Status - This category prevents denial of equal employment and/or educational opportunities because a person is or is not married.

Political Beliefs - This category prevents denial of equal employment and/or educational opportunities because of a person's support and/or affiliation or lack thereof with a particular political party.

Pregnancy - This category prevents denial of equal employment and/or educational opportunities due to current pregnancy, past pregnancy, potential pregnancy, medical conditions related to pregnancy or childbirth including breastfeeding/lactation.

Race - This category prevents denial of equal employment and/or educational opportunities because of a person's race. The five federally recognized racial categories are American Indian or Alaskan Native, Asian, Black or African American, Hawaiian or Other Pacific Islander, and White. This category also prevents discrimination and harassment because of marriage to or association with an individual of a different race.

Religion - This category prevents denial of equal employment and/or educational opportunities because of a person's sincerely held religious beliefs.

Retaliation - This category prevents adverse action against individuals because they engaged in a protected activity such as complaining about discrimination, filing a charge of discrimination, or participating in civil rights investigative proceedings.

Sex - This category prevents denial of equal employment and/or educational opportunities because of a person's biological sex.

Sexual Harassment - This category prevents denial of equal employment and/or educational opportunities due to sexual harassment.

Sexual Orientation - This category prevents denial of equal employment and/or educational opportunities because of person's actual or perceived sexual orientation.

Social and Family Background - This category prevents denial of equal employment and/or educational opportunities because of a person's socio-economic, familial and/or educational background.

Miami-Dade County Public Schools operates six technical colleges, one specialized center and 14 adult education centers that offer over 75 postsecondary certificate programs in business administration, commercial arts, commercial foods, culinary arts & baking, construction & apprenticeship, licensed childcare, health occupations, information technology, personal services, manufacturing, and transportation. These programs prepare students for employment. For information regarding our postsecondary certificate programs, please visit www.adulteducationworks.com or call 305-558-8000.

The 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, national origin, religion, sex, age, disability, marital status, sexual orientation or any other protected category. For a complete list of protected categories, please visit: www.hrdadeschools.net/civilrights. Lack of English skills will not be a barrier to admission or 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 referral to better prepare students for successful participation.

Miami-Dade County Public Schools offers career and technical education (CTE) programs at the middle and high school levels. For information regarding specific CTE programs (including programs at Choice schools), please visit <http://dcte.dadeschools.net> or call 305-693-3030.

MIAMI-DADE COUNTY PUBLIC SCHOOLS (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.

Retaliation against a student or employee who files a complaint is prohibited by law.
For additional information about Title IX or any other discrimination/harassment concerns, contact:

Office of Civil Rights Compliance (CRC)
District Director/Title IX Coordinator
155 NE 15 Street, Suite P104E
Miami, Florida 33132
Ph.:305-995-1580 TDD:305-995-2400
E-mail crc@dadeschools.net
Website: <http://hrdadeschools.net/civilrights>

Division of Exceptional Student Education
504 Coordinator
1501 NE 2nd Avenue, Suite 409
Miami, Florida 33132
Ph.:305-995-2037 TDD: 305-995-2400
Email: ese@dadeschools.net
Website: <http://ese.dadeschools.net>