

Tuesday, September 9, 2025

SUBJECT: APPROVAL TO AMEND REGULATION 7.008, ANTI-DISCRIMINATION & ANTI-HARASSMENT

PROPOSED Board ACTION

Approval of amendments to Regulation 7.008.

BACKGROUND INFORMATION

The University seeks to amend FAU Regulation 7.008 Anti-Discrimination/Anti-Harassment. The proposed amendment updates the purpose and scope of this Regulation in compliance with current and applicable anti-discrimination and anti-harassment laws and regulations including, but not limited to, Title VI, Title VII, the Florida Civil Rights Act, and the Florida Educational Equity Act. To create more consistency with other Florida state universities, the proposed amendment removes references to Title IX from this regulation and the University is addressing Title IX compliance for all University constituents—including students, staff, and faculty—in University Policy 1.15. The proposed amendment also removes references to Florida Board of Governors (BOG) Regulation 10.005, Prohibition of Discrimination in University Training or Instruction, which has been enjoined by the district court in *Pernell et al. v. Florida Board of Governors, et al.*, 641 F. Supp. 3d 1218 (N.D. Fla. Nov. 17, 2022). The University will re-address BOG Regulation 10.005 as further judicial action warrants.

IMPLEMENTATION PLAN/DATE

The proposed amended regulation will be implemented and effective upon adoption by the Board of Trustees.

FISCAL IMPLICATIONS

There are no fiscal implications to this proposed board action.

Supporting Documentation: Proposed Regulation Amendments 7.008, Anti-Discrimination & Anti-Harassment

Presented By:

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~~NOTICE: On November 17, 2022, in the case of Pernell, et al., v. Florida Board of Governors, et al., the United States District Court for the Northern District of Florida issued a preliminary injunction prohibiting enforcement of portions of Florida Statutes Section 1000.05 (the Florida Educational Equity Act) and Florida Board of Governors Regulation 10.005 (Prohibition of Discrimination in University Training or Instruction). Consistent with the District Court's order, until further judicial action, the University will not enforce the provisions of this Regulation that reference Board of Governors Regulation 10.005~~

Florida Atlantic University

Regulation 7.008

Anti-Discrimination and Anti-Harassment

I. VALUES

Florida Atlantic University (“FAU” ~~or “University”~~) is committed to providing a workplace and educational environment that is free from discrimination and harassment. To facilitate compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of ~~fairness and equity~~ equal access and opportunity in all aspects of the educational enterprise, FAU has developed internal policies and procedures that ~~prohibit and address~~ provide a prompt, fair, and equitable process for those involved in allegations of discrimination or harassment. FAU values the dignity of all members of its community.

II. PURPOSE

~~A. Florida Atlantic University (“FAU” or The University)~~ shall comply with applicable federal, state and local discrimination/harassment laws to provide an educational, employment, and business environment free of ~~all forms of prohibited~~ discrimination or harassment. Unlawful discrimination or harassment based upon an individual’s race, color, religion, sex, national origin, age, disability, military or veteran status, marital status, pregnancy or parental status, sexual orientation, gender identity or expression, or other protected status is prohibited. Discriminatory conduct in the form of sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence, and stalking, is also prohibited. ~~, as well as discrimination on the basis of race, color, national origin, or sex by subjecting any student or employee to training or instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe any of the concepts set forth in paragraph (1)(a) of Florida Board of Governors (BOG) Regulation 10.005, which are incorporated by reference herein.~~ Federal laws covered by this Regulation include Title II of the Civil Rights Act of 1964 (“Title II”), Title VI of the Civil Rights Act of 1964 (“Title VI”), and Title VII of the Civil Rights Act of 1964 (“Title VII”), ~~and Title IX of the Education Amendments Act of 1972 (“Title IX”)~~, along with all applicable implementing regulations. This Regulation also covers the Florida Civil Rights Act, the Florida Educational Equity Act, and any other applicable local, state or federal laws.

III. SCOPE

~~B. This Regulation 7.008 (“Regulation”) applies to all FAU students, registered student organizations, applicants for employment, faculty, volunteers and staff (hereinafter collectively referred to as “University Community Members”), as well as third parties providing services to FAU (hereinafter collectively referred to as “University Community Members”). It shall be a violation of this Regulation for any University Community Member to deny, deprive, or limit the educational or employment access, benefits, or opportunities of any member of the FAU community, guest, or visitor on the basis of that person’s actual or perceived membership in a protected status as defined by law or University regulations and policies. Activities covered under this Regulation include, but are not limited to, all educational, athletic, cultural, and social activities occurring on campus or sponsored by FAU, University housing, and employment practices. This Regulation shall not be implemented in a manner that restricts or prohibits speech that is protected by the First Amendment or the principles of academic freedom. The University may not shield students or employees from ideas or opinions that they may find uncomfortable, unwelcome, disagreeable, or offensive. When a potential violation of this regulation is reported, the allegations will be investigated and addressed promptly and equitably in accordance with the processes detailed in University Policy 1.15 (Prohibited Discrimination and Harassment) and University Regulation 4.007 (Student Code of Conduct). Potential violations pertaining to BOG Regulation 10.005 (Prohibition of Discrimination in University Training or Instruction) will be investigated and addressed in accordance with the processes detailed in BOG Regulation 10.005.~~

~~C. The University’s Office of Civil Rights and Title IX (“OCR9”) shall administer this Regulation. The Executive Director of OCR9 is the University’s Title IX Coordinator. Inquiries regarding the procedures contained in this Regulation should be forwarded to OCR9.~~

~~D. It shall be a violation of this Regulation for any University Community Member to deny, deprive, or limit the educational or employment access, benefits, or opportunities of any member of the FAU community, guest, or visitor on the basis of that person’s actual or perceived membership in a protected status as defined by law or University regulations and policies.~~

~~E. Activities covered under this Regulation include, but are not limited to, all educational, athletic, cultural and social activities occurring on campus or sponsored by FAU, housing supplied by the University, training and instruction (as defined in BOG Regulation 10.005), and employment practices between the University and its employees.~~

~~F. Those found to have violated any term, condition or provision of this Regulation will be subject to disciplinary action, up to and including suspension, expulsion, termination, or separation.~~

~~G. This Regulation shall not be implemented in a manner that restricts or prohibits speech that is protected by the First Amendment or the principles of academic freedom. The University may not shield students or employees from ideas or opinions that they may find uncomfortable, unwelcome, disagreeable, or offensive. This Regulation does not prohibit the discussion of the concepts set forth in BOG Regulation 10.005 as part of a larger course~~

~~of training or instruction, provided such training or instruction is given in an objective manner without endorsement of the concepts.~~

~~III. REPORTING~~

~~A. OCR9 is responsible for administering the complaint and investigation process set forth in this Regulation.~~

~~1. Any supervisory employee or other official who has the authority to institute corrective measures on behalf of the University who receives a report, observes or learns of an alleged violation of this Regulation, and any administrator as defined in BOG Regulation 10.005(1)(f) who receives a complaint alleging that University training or instruction violates BOG Regulation 10.005(1)(a), has an absolute and unqualified duty to promptly report the conduct to OCR9. Failure to report an alleged violation as required by this Regulation may result in disciplinary action up to and including separation or termination from employment.~~

~~2. All employees in the University's K-12 programs are all considered officials with authority to institute corrective measures on behalf of the University for K-12 students and must report any claims of harassment, discrimination, or sexual misconduct to OCR9.~~

~~3. Reports or allegations of an alleged violation of this Regulation will be processed upon the filing of a written complaint with OCR9, consistent with the requirements of University Policy 1.15; provided, however, that reports of allegations of an alleged violation pertaining to BOG Regulation 10.005 will be processed upon the receipt of a complaint by OCR9 and consistent with the requirements of BOG Regulation 10.005. In cases where the person making an allegation that they have been subjected to conduct that violates this regulation ("Complainant") chooses not to file a formal complaint, OCR9 will take any action it deems necessary and permissible pursuant to applicable law or regulations to attempt to address the situation or prevent further concerns. Such action may include informing the alleged offender ("Respondent") or their supervisor of the potential violation and suggesting behavioral modifications (if necessary).~~

~~4. The OCR9 and Title IX Coordinator contact information is provided below. Any person may report allegations of harassment, discrimination, or sexual misconduct in person, via telephone, or online at FAU.edu/report.~~

~~Office of Civil Rights and Title IX
Florida Atlantic University
Administration Building
777 Glades Road, Room 265
Boca Raton, Florida 33431-0991
compliance@fau.edu
<http://www.fau.edu/ocr9/>
(561) 297-3004~~

~~B. Any University employee or applicant who believes they have been harassed, discriminated or retaliated against in violation of this Regulation should report the facts and circumstances thereof to OCR9, or in the alternative, may report to the appropriate supervisory employee or other official who has the authority to institute corrective measures on behalf of the University, including the appropriate Vice President or Provost, College Dean, or the Director of Human Resources, who in turn must notify the Executive Director.~~

~~Any student who believes they have been harassed or discriminated against in violation of this Regulation should report the facts and circumstances thereof to OCR9, or in the alternative, may report to another official who has the authority to institute corrective measures on behalf of the University, including the appropriate University Vice President or Provost, the Dean of Students, the Dean of their College, or to their Department Head, who in turn must notify the Executive Director.~~

~~C. A complaint of discrimination or harassment not related to Title IX or BOG Regulation 10.005 must be filed with OCR9 within one hundred eighty (180) calendar days of the alleged act(s) of discrimination or harassment. OCR9 may process an alleged violation outside of this time limitation in the discretion of the Executive Director. The filing of a complaint under this Regulation is independent and does not preclude the Complainant from also filing a complaint with federal, state or local enforcement agencies. The filing of a complaint with OCR9 does not constitute a filing with, or have any effect on the filing time limitations of those external agencies. All Complainants are advised to contact these external agencies directly to learn the filing deadlines and procedures for each agency. Contact information for these agencies is available from the OCR9 office.~~

~~D. All complaints should contain the name of the reporting party and state the nature of the act(s) complained of, including such details as the name of the alleged offender and the date(s) or approximate date(s) on which the offending act(s) occurred, the name(s) of any witnesses, and the desired resolution(s). Any portion of a complaint file that is exempt from public disclosure under the Florida Public Records law shall remain confidential to the extent permitted by law.~~

IV. ADMINISTRATION

The University's Office of Civil Rights and Title IX ("OCR9") shall administer this Regulation. The Executive Director of OCR9 is the University's Title IX Coordinator. Inquiries regarding the procedures contained in this Regulation should be forwarded to OCR9. The OCR9 and Title IX Coordinator contact information is provided below.

Office of Civil Rights and Title IX
Florida Atlantic University
Administration Building
777 Glades Road, Room 265
Boca Raton, Florida 33431-0991
compliance@fau.edu
http://www.fau.edu/ocr9/
(561) 297-3004

V. REPORTING

Any supervisory employee or other official who has the authority to institute corrective measures on behalf of the University who receives a report, observes or learns of an alleged violation of this Regulation has an absolute and unqualified duty to promptly report the conduct to OCR9. Failure to report an alleged violation as required by this Regulation may result in disciplinary action up to and including separation or termination from employment. All employees in the University's K-12 programs are considered officials with authority to institute corrective measures on behalf of the University for K-12 students and must report any claims of harassment, discrimination, or sexual misconduct to OCR9. Any person may report allegations of harassment, discrimination, or sexual misconduct to OCR9 in person, via telephone, or online at <https://www.fau.edu/report/>.

VI. COMPLAINTS

University Community Members who believe they have been harassed, discriminated or retaliated against in violation of this Regulation should report the facts and circumstances thereof to OCR9, or in the alternative, may report to an official who has authority to institute corrective measures on behalf of the University. The filing of a complaint under this Regulation is independent and does not preclude the Complainant from also filing a complaint with federal, state or local enforcement agencies. The filing of a complaint with OCR9 does not constitute a filing with, or have any effect on the filing time limitations of those external agencies. All Complainants are advised to contact these external agencies directly to learn the filing deadlines and procedures for each agency. Contact information for these agencies is available from the OCR9 office, upon request. A complaint of discrimination or harassment not related to Title IX must be filed with OCR9 within one-hundred eighty (180) calendar days of the alleged act(s) of discrimination or harassment. OCR9 may process an alleged violation outside of this time limitation in the discretion of the Executive Director of OCR9.

IV. VII. INVESTIGATION

OCR9 shall investigate all complaints, as permitted or required by law, which contain enough information to substantiate investigation and allege prohibited discrimination or harassment. All University employees have a duty to cooperate fully and unconditionally in a University investigation. This duty includes, among other things, speaking truthfully with OCR9 and voluntarily providing all documentation and information that relates to the claim being investigated. Upon completion of the investigation, a final investigation report shall be prepared which includes a summary of the complaint, a description of the investigation, and analysis of the facts and evidence presented based on a preponderance of the evidence standard. OCR9 may attempt conciliation or informal resolution before or during an investigation of a complaint. If conciliation or informal resolution is not achieved, OCR9 shall continue to investigate the complaint, and shall issue a final investigation report. The final investigative report by OCR9 shall be submitted to the appropriate Vice President, Provost or designee if an employee is involved, and/or to the Dean of Students or designee if a student is involved. The Respondent and Complainant will each be notified in writing of the outcome of the complaint.

- ~~A. OCR9 shall investigate all complaints, as permitted or required by law, which contain enough information to substantiate investigation and allege prohibited discrimination or harassment. The investigation may include, but shall not be limited to, interviewing the involved parties and any relevant witnesses. Each party shall have an equitable opportunity to present the names and contact details of witnesses and other relevant evidence. Upon completion of the investigation, a final investigation report shall be prepared which includes a summary of the complaint, a description of the investigation, and analysis of the facts and evidence presented based on a preponderance of the evidence standard.~~
- ~~B. OCR9 may attempt conciliation or informal resolution before or during an investigation of a complaint, consistent with the requirements of University Policy 1.15, as applicable. If conciliation or informal resolution is not achieved, OCR9 shall continue to investigate the complaint, and shall issue a final investigation report.~~
- ~~C. OCR9 shall attempt to conclude its investigation and issue its final report within seventy-five (75) calendar days of the filing of the complaint. However, the investigation process may be extended for good cause as determined by the Executive Director.~~
- ~~D. All University employees have a duty to cooperate fully and unconditionally in a University investigation. This duty includes, among other things, speaking truthfully with OCR9 and voluntarily providing all documentation and information that relates to the claim being investigated.~~
- ~~E. The final report by OCR9 shall be submitted to the appropriate Vice President, Provost or designee if an employee is involved, and/or to the Dean of Students or designee if a student is involved. The Respondent and Complainant will each be notified in writing of the outcome of the complaint, consistent with the requirements of Policy 1.15, as applicable. Corrective or disciplinary action up to and including dismissal or expulsion will be considered and implemented, if warranted, by the Vice President, Provost or Dean of Students in consultation with the Executive Director. Corrective or disciplinary action may also be considered and implemented if OCR9 determined the complaint was unfounded and made maliciously or recklessly. All disciplinary action shall be subject to applicable University Regulations and Policies, including but not limited to University Regulation 5.009 (Grievance Procedure), University Regulation 4.007 (Student Code of Conduct), University Policy 1.15, BOG Regulations, including but not limited to BOG Regulation 10.005 (Prohibition of Discrimination in University Training or Instruction) and applicable collective bargaining agreements. In the event the investigation finds that an instruction or training is inconsistent with requirements of this Regulation with regards to the concepts set forth in BOG Regulation 10.005(1)(a), the University's Chief Compliance & Ethics Officer shall inform the BOG Office of Inspector General.~~

VIII. CORRECTIVE OR DISCIPLINARY ACTION

Those found to have violated any term, condition or provision of this Regulation will be subject to disciplinary action, up to and including suspension, expulsion, termination, or separation. Corrective or disciplinary action up to and including dismissal or expulsion will be considered and implemented, if warranted, by the appropriate Vice President, Provost

or Dean of Students in consultation with the Executive Director of OCR9. Corrective or disciplinary action may also be considered and implemented if OCR9 determined the complaint was unfounded and made maliciously or recklessly. All disciplinary action shall be subject to applicable University Regulations and Policies and applicable collective bargaining agreements.

Specific Authority: Article IX of the Florida Constitution; Florida Board of Governors Regulation 1.001 and ~~10.005~~2.003; Formerly 6C5-5.012, Amended 11-11-87, 7-5-99, 11-9-05, 6-28-06, 11-16-11, 07-01-15, 6-4-19, 8-14-20, 11-15-22, 02-14-23, 09- -25.