2.003 Equal Access and Opportunity.

(1)   Discrimination on the basis of race, color, national origin, sex, pregnancy, religion, age, disability, marital status, veteran status, or any other basis protected by applicable state and federal law against a covered individual at any university is prohibited. Covered individuals include prospective and enrolled students, prospective and current employees, and visitors. No person shall, on the basis of race, color, national origin, sex, pregnancy, religion, age, disability, marital status, veteran status, or any other basis protected by law, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any university program or activity, or in any employment condition or practice, conducted by the university.

(2)   Equal Access and Opportunity for Students. Each university shall promote and ensure equal access and opportunity in accordance with this regulation. Each university shall:
  (a)   Make available classes, programs, facilities, and services without regard to the protected status of an individual; however, this is not intended to eliminate the provision of classes or programs designed to meet the needs of students with disabilities or programs tailored to students with specialized talents or skills.
  (b)   Establish policies, procedures, and reporting mechanisms that prohibit and address unlawful discrimination, including harassment, of students, and visitors to the university.

(3)   Equal Access and Opportunity in Employment. Each university shall:

  (a)   Offer equal opportunity and access in employment to all qualified individuals without regard to the protected status of the individual.

  (b)   Establish policies, procedures, and reporting mechanisms that prohibit and address unlawful discrimination, including but not limited to harassment, of employees.

  (c)   Establish a designated office or person responsible for the development and implementation of the equal employment opportunity program at each university. Such person or office, or   president's designee, shall receive, investigate, and address complaints related to unlawful discrimination, including harassment, and recommend necessary action to the president or other decision-making designee.

(4)   Equal Access and Opportunity in Intercollegiate Athletics.
  (a)   Each university with an intercollegiate athletics program shall comply with all applicable requirements of their respective athletic conference or association, applicable state and federal law and regulations, including the provisions of Title IX, in providing equal opportunity and access to students who participate in intercollegiate athletics, as well as in intramural, club, or recreational athletics.

(b) By September 30 of each year, each university shall develop an equity plan pursuant to 1000.05(3)(d)1., Florida Statutes, that addresses the following:

1. Sex equity in sports offerings, participation, availability of facilities, scholarship offerings, and funds allocated for administration, recruitment, comparable coaching, publicity and promotion, and other support costs; and

2. The proper level of support for women's athletic scholarships, in compliance with state and federal regulations, including Title IX.

(c) The Chancellor of the State University System shall annually assess the progress of each state university's plan and by December 1 of each year advise the Board of Governors and the Legislature regarding compliance.

(d) Each board of trustees shall annually evaluate the presidents on the extent to which the gender equity goals have been achieved.

(5) Each university shall develop and submit to the Board office, a budget plan to support attainment of the university's goals as outlined in its plan referenced in subsection (4), in accordance with state and federal law.

Authority: Section 7(d), Art. IX, Fla. Const. 1006.71, 1000.05, 760.01, 760.10, 110.112, Florida Statutes; History: New 11-4-10; Amended 11-5- 20; 11-09-2023.