

ARTICLE 6
NONDISCRIMINATION

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4 6.1 Statement of Intent. The University of Central Florida is an equal opportunity
5 employer. The Board and the UCF-UFF fully support all laws intended to protect and
6 safeguard the rights and opportunities of each employee to work in an environment free
7 from any form of discrimination or harassment. The parties recognize their obligations
8 under Federal and State laws, rules, and regulations prohibiting discrimination, and have
9 made clear their support for the concepts of affirmative action and equal employment
10 opportunity. This statement of intent is not intended to be subject to Article 20,
11 Grievance Procedure.

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13 6.2 Policy.

14 (a) Neither the Board nor the UCF-UFF shall discriminate against any
15 employee based upon race, color, sex, religious creed, national origin, age, veteran status,
16 disability, political affiliation, or marital status, nor shall the Board or the UCF-UFF
17 abridge any rights of employees related to Union activity granted under Chapter 447,
18 Florida Statutes, including but not limited to the right to assist or to refrain from assisting
19 the UCF-UFF. Personnel decisions shall be based on job-related criteria and
20 performance.

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22 (b) Sexual Harassment.

23 (1) Sexual harassment, as defined by federal law, is a
24 prohibited form of sex discrimination.

25 (2) The parties also recognize the potential for this form of illegal
26 discrimination against students. Relationships between employees and students, even if
27 consensual, may become exploitative, and especially so when a student's academic work,
28 residential life, or athletic endeavors are supervised or evaluated by the employee (see
29 Section 5.2). These relationships may also involve a conflict of interest (see Article 19).
30 The parties discourage romantic or sexual relationships between employees and students.

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32 (c) Charges of discrimination, shall be promptly investigated according to
33 established University procedures. No employee investigated under such procedures
34 shall be disciplined until such investigation is complete and a finding of discrimination
35 has been issued.

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37 (d) Employees complaining of violation of this section by the University may
38 not use the Grievance Procedure of this Agreement, but rather may use the
39 Discrimination Grievance Procedure established by the University. See Rule 6C7-3.034,
40 Florida Administrative Code. Further information may be obtained from the Office of
41 Equal Opportunity and Affirmative Action Programs.

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43 6.3 Access to Documents. No employee shall be refused a request to inspect and
44 copy documents relating to the employee's claim of discrimination, except for records
45 that are exempt from the provisions of the Public Records Act, Chapter 119, Florida

Draft UCF Administration Proposal
UCF-UFF Bargaining
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- 1 Statutes. The University may charge for copies of documents in accordance with law,
- 2 rule, University procedures, and this Agreement.