

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

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