

RESPECT

SPC does not tolerate discrimination

on the basis of race, color, ethnicity, religion, sex, age, national origin, marital status, sexual orientation, gender identity, genetic information, or against any qualified individual with disabilities in its employment practices or in the admission and treatment of students. Violators are subject to disciplinary action, which may include reprimand, suspension or dismissal.

It's a matter of respect.

Some examples of discrimination:

- 1. Sexual harassment/discrimination (Rule 6Hx23-2.011) — Unwanted sexual advances, propositions or sexual comments, including sexually oriented gestures, jokes and comments that are in any way unwelcome. Preferential treatment or a promise of preferential treatment in exchange for submitting to sexual conduct or making the performance of an employee's job or a student's academic work more difficult because of the sex of the employee or student. Sexual or discriminatory displays of publications and sexual objects such as pictures, posters, calendars, graffiti or other materials that are sexually suggestive, demeaning or pornographic, except when utilized by a faculty member in a legitimate exercise of teaching and approved in the normal administrative process.**
- 2. Student/Faculty relationships (Rule 6Hx23-2.010) — Personal attention, dating, romantic relationships and sexual relationships by faculty members with students are inappropriate and strictly prohibited when those faculty are in a position to determine the student's grade or otherwise affect the student's academic advancement.**
- 3. Racial, color, ethnicity, sex, national origin, ethnic, age, marital status, sexual orientation, or gender identity discrimination (Rule 6Hx23-4.01; Rule 6Hx23-2.010) — Except as may be constitutionally permitted, the college will not tolerate epithets, slurs or other abusive language, disparate or discriminatory treatment of employees or students on the basis of the individual's race, color, ethnicity, sex, national origin, age, marital status, sexual orientation or gender identity. The College's**
- 4. Religious discrimination (Rule 6Hx23-4.01; Rule 6Hx23-2.010) — The college will not tolerate demeaning or disparate treatment of employees or students on the basis of an individual's religion or religious beliefs and will provide reasonable accommodations for religious observances, practices and beliefs of individuals in regard to admission, class attendance, scheduling of examinations and work assignments.**
- 5. Disability discrimination (Rule 6Hx23-4.01; Rule 6Hx23-2.010) — The college will not discriminate against a qualified individual on the basis of disability and will provide reasonable accommodations to a qualified employee or student with a disability.**

RETALIATION: Reprisal or retaliatory action against any individual reporting or investigating discrimination is subject to disciplinary action that may include reprimand, suspension or dismissal.

Reporting sexual harassment or other discrimination

Complaints of discrimination by students or employees are promptly reported to any of the individuals listed below or their successor in office. If for any reason you do not wish to report the complaint to your campus or site representative, you may report it to any of the persons listed. The individual receiving a discrimination complaint (other than sexual harassment) should contact the Equity Office. The individual receiving a sexual harassment complaint will promptly notify the General Counsel.

If no one can be reached at the numbers listed, please call Collegewide Security at 727-791-2560.

DAYTIME HOURS

Caruth Health Education Center

Phil Nicotera, Provost 727-341-3664
Nancy Kelley, Associate Provost 727-341-3602

Clearwater Campus

Stan Vitetoe, Provost 727-791-2475
Paul "Mutt" Bowen, Associate Provost 727-791-2492
Martha Campbell, Dean, Communications 727-791-2570

District Office

Doug Duncan, Vice President, Administrative/Business Services
and Information Technology 727-341-3246
Theresa Furnas, Associate Vice President,
Financial and Business Services 727-341-3329

EpiCenter

Patty Jones, Vice President of Human Resources and
Public Affairs 727-341-3141
Jim Connolly, Director, Corporate Training 727-341-4449

EA/EO Officer

Pamela Smith 727-341-3261

St. Petersburg/Gibbs Campus

Karen Kaufman White, Provost 727-341-4656
Tyone Clinton, Associate Provost 727-341-4349

Seminole Campus

James Oliver, Provost 727-394-6111
Lynda Warner, Associate Provost 727-394-6109

SPC Allstate Center

James Brock, Campus Executive Officer 727-341-4485
Eileen LaHaie, Director, Center for Public Safety Innovation 727-341-4502

SPC Downtown and Midtown

Kevin Gordon, Provost 727-344-8062
Mark Strickland, Associate Provost 727-341-4247
Wivan O'Dell, Administrative Specialist 727-341-7965

Tarpon Springs Campus

Confedate Gamey, Provost 727-712-5742
Rod Davis, Acting Associate Provost 727-712-5720

EVENING HOURS

For all sites, contact Collegewide Security at 727-791-2560. The evening Administrator-in-Charge or security office will promptly report any complaint received in the evening hours to the General Counsel, Provost, Associate Provost, EA/EO Officer and/or the Vice President of Human Resources and Public Affairs, who will undertake or direct action as may be required.

St. Petersburg College

SPC

The Board of Trustees of St. Petersburg College affirms its equal opportunity policy in accordance with the provisions of the Florida Educational Equity Act and all other relevant state and federal laws, rules and regulations. The college will not discriminate on the basis of race, color, ethnicity, religion, sex, age, national origin, marital status, sexual orientation, gender identity, genetic information, or against any qualified individual with disabilities in its employment practices or in the admission and treatment of students. Recognizing that sexual harassment constitutes discrimination on the basis of sex and violates this Rule, the college will not tolerate such conduct. Should you experience such behavior, please contact Pamela Smith, the director of EA/EO/Title IX Coordinator at 727-341-3261; by mail at P.O. Box 13480, St. Petersburg, FL 33733-3480; or by email at ea_eo_title9@spclegeads.edu.