

tors and vendors. We are committed to these principles, for we are convinced they are essential for a distinguished university. Questions regarding this institutional statement, or compliance with its provisions should be the Office of Institutional Equity and Compliance at (239) 590-7405. Outside Lee County: (800) 590-3428.

DIVERSITY STATEMENT

Florida Gulf Coast University is committed to building and maintaining a diverse, accessible, civil, and supportive learning community. It fosters respect and understanding among all cultures and all individuals who work, study, live, and teach within this community. Bigotry, expressions of hatred or prejudice, behaviors that infringe upon the freedom and respect that every individual deserves, and harassment of any kind transgress the University's vision, mission and guiding principles. Just as learning benefits from the interplay of teaching and scholarship in a variety of disciplines, so does the university community learn and profit from diverse cultures and perspectives. Florida Gulf Coast University will continue to pursue its aspirations by fostering a welcoming environment through diversity and inclusion.

SEXUAL HARASSMENT POLICY

The Florida Gulf Coast University Sexual Harassment Policy is for all students, faculty, staff, vendors and visitors.

Sexual harassment undermines the integrity of the academic and work environment, and prevents its victims and their peers from achieving their full potential. All members of the university community are entitled to work, conduct business, and study in an atmosphere free from sexual overtures or innuendoes that are unsolicited and unwelcome. It is the particular responsibility of those members of the university community who hold positions of authority over others to avoid actions that are or can be considered sexually abusive or unprofessional.

It is expected that the deans, chairs, department heads, team leaders, directors and other supervisory staff will monitor and take corrective action whenever instances of sexual harassment are either observed or reported to them. While the decision regarding resolution normally remains within the unit, all allegations of sexual harassment are to be immediately reported to the Office of Institutional Equity and Compliance, which will monitor, provide advice, and take appropriate action as required by federal and state laws.

AMERICANS WITH DISABILITIES ACT STATEMENT

Florida Gulf Coast University endeavors to comply with all aspects of the Americans with Disabilities Act of 1990 as amended and the Federal Rehabilitation Act of 1973 as amended. This includes compliance in the provision of programs, services, and activities; in carrying out University policies, practices, and procedures; in the need for reasonable accommodations; the use of equally effective communications; the provision of transportation services; and accessibility of facilities and public accommodations at the central campus and external University sites.

The University assumes no responsibility for personal assistance necessary for independent living or for specialized medical care. As a result of limited health facilities and health care professionals on campus, students requiring personal health assistance should be prepared to bear the expense of this care through a general hospital or private physician/clinic of their choice.

Students should contact the Office of Adaptive Services and faculty, staff, vendors and visitors should contact the Office of Institutional Equity and Compliance for needed assistance and guidance or to report instances of perceived discrimination. Further, the cooperation and support of all faculty and staff members is necessary in order to implement and maintain the policy.