

## **ARTICLE VI -- HUMAN RIGHTS PROVISIONS**

The parties affirm that all policies and programs of this school system are goals intended to guarantee equal educational opportunity for all children in our schools.

The parties take cognizance of the need to foster the employment of minority persons and to move positively in an effort to insure racial balance at all levels of the school system, and as such, the parties support the implementation of Board Rule 6Gx13- 4A-1.01, which became effective August 19, 1981.

The parties agree fully to abide by the laws and regulations of the federal and state governments prohibiting discrimination; to support actively and fully the equal opportunity policies, programs, and plans of the school system; to encourage actively qualified applicants of all ethnic groups and both sexes to seek available employment opportunities in the M-DCPS; and, not to discriminate against any applicant for employment opportunities or adversely affect any individual's status as an employee because of such individual's race, color, religion, sex, national origin, age, handicap, or marital status.

The parties state their commitment to work cooperatively in the implementation of the provisions of Title VI and Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1967, as amended; Section 504 of the Rehabilitation Act of 1973; the Americans With Disabilities Act of 1990; the Veterans Preference Act 5, U.S.C., Section 2108 et. seg.; Family and Medical Leave Act of 1993, 29 U.S.C., Section 2601 et. seg. and the Florida Educational Equity Act, Chapter 1000.05, Florida Statutes. It is the legal responsibility of the parties to comply fully with the provisions of these laws. The Union agrees to assist in the implementation of the aforementioned laws by actively participating in any task force designed to assure compliance.