

IN THE CIRCUIT COURT OF THE 16TH
JUDICIALCIRCUIT OF THE STATE OF
FLORIDA IN AND FOR MONROE COUNTY

ADMINISTRATIVE ORDER 11.003/99-1
Amended

IN RE:

POLICY ON HARRASSMENT
AND DISCRIMINATION

WHEREAS, State and Federal Law prohibit employers from discriminating against employees and prohibits harassment on the basis of sex; and

WEHREAS, the 16th Judicial Circuit desires to create a formal policy that sets forth its commitment against discrimination and harassment of employees; it is therefore

ORDERED that:

The 16th Judicial Circuit hereby adopts the following policy:

The 16th Judicial Circuit reiterates its commitment to the principles of equal employment opportunity without regard to such factors as race, color, sex, religion, national origin, age, disability, sexual orientation, and Vietnam era or disabled veteran status. Included in this commitment is a strong policy against discrimination against any of these factors, and it must be clearly understood by all employees and applicants that this policy is violated by any kind of harassment based on any of these characteristics. All violations of this policy are to be reported promptly to the Intake Officer pursuant to the Circuit Civil Rights Complaint Procedure. Violators will receive discipline appropriate to the magnitude of the offense. Confidentiality, both for accused and accuser, will be respected to the utmost extent possible. Circuit policy also prohibits retaliation against employees who have filed complaints of discrimination or harassment, even if insufficient evidence is found to support the complaint.

DONE AND ORDERED at Key West, Monroe County, Florida, this 22 day of November, 1999.

MARK H. JONES, Chief Judge