

Statement of Nondiscrimination Policies

Full Sail University is committed to providing equal access to educational and employment opportunities regardless of race, color, religion, national origin, physical or mental disability, pregnancy, age, sex, sexual orientation, gender identity or expression, ancestry, familial status, spousal affiliation, medical condition, military veteran status, or any other characteristic protected by local, state or federal law. Debbie Mills, Director of Student Affairs, has been designated the school's Section 504 Coordinator. She is responsible for handling inquiries regarding Section 504 nondiscrimination policies and accommodations. She may be reached at 407-679-0100 ext. 2024. Shayne Cade is the University's Title IX Coordinator and is responsible for handling Title IX compliance matters. He may be reached at 407-679-0100 ext. 8351. Reports may also be sent to 3300 University Boulevard, Winter Park, FL 32792.

A description of the disability services, auxiliary aids and the procedures for filing a grievance regarding disability or discrimination issues are available in the Student Handbook.

Safety in Public Spaces Act Policy

Full Sail University (the "University") complies with all requirements of the Florida Safety in Public Spaces Act. The University provides restrooms and changing facilities that are designated for the exclusive use of males or females, as defined in that law. The University also provides unisex restrooms.

As required by the Florida law, employees or students must use a restroom or changing facility that is consistent with their sex as defined by that law, or use a unisex restroom. Florida law does not recognize those who identify as neither male nor female, including non-binary individuals.

If a student or employee violates this policy, by entering a restroom or changing facility that is not designated for their sex and refuses to leave if asked, that person may be subject to discipline by the University. Under the law and this policy, there are some exceptions.

A student or employee may enter a restroom or changing facility designated for the opposite sex¹ when:

- Chaperoning or assisting a child, elderly person or person with a disability;
- An emergency situation exists in which the health or safety of another person is at risk;
- Entering for custodial or maintenance purposes (provided the restroom or changing facility is not in use) and
- the appropriately-designated restroom or changing facility is out of order or under repair and the restroom or changing facility of the opposite sex is empty.

If any person who is not a student or employee improperly enters a restroom or changing facility designated for the opposite sex on the University's premises and refuses to depart when asked to do so, the University will take all actions it deems appropriate given the circumstances.

Beginning July 1, 2024, a person may submit a complaint to the Florida Attorney General alleging that a covered entity failed to meet the minimum requirements for restrooms and changing facilities under the Florida Safety in Public Spaces Act.

Full Sail reminds all employees and students of its policies prohibiting harassment and discrimination, as well as its policy prohibiting violence (which includes provoking a fight, fighting or threatening violence). Further, the University's policy prohibits treating a student or employee in a disrespectful manner. Please see the Employee Policy Manual and/or Student Manual for more details.

Full Sail will not tolerate any harassment, discrimination and/or violence against its employees or students, including based on gender identity or expression.

¹For non-binary individuals, “opposite sex” for these purposes means sex other than that which was assigned to the individual at birth.