



POLICY: 6Hx28:3E-04

Responsible Executive: Vice President,
Organizational Development & Human
Resources

Policy Contacts: Director, HR Policy and
Compliance Programs

Specific Authority: 1001.64, F.S.

Law Implemented: 1001.64, F.S.;
[1012.80](#)

Effective Date: ~~11-18-1992~~[206-26-2019](#)

Date of Last Policy Review: [06-26-2019](#)

Acceptance by All Employees of the Policies of the College

Policy Statement:

I. It is the policy of Valencia College to comply with all applicable federal and state laws, rules, and regulations. By accepting employment at Valencia College, Valencia employees consent to and agree to comply with all policies and procedures of the College as applicable and all applicable federal and state laws, rules, and regulations.

~~I. Section 240.132, Florida Statutes, obligates all employees of state institutions of higher education to consent to the policies of the institution and laws of the state of Florida, as follows:~~

~~“Any person who shall accept the privilege extended by the laws of this state of attendance or employment at any state college or state university shall, by so attending or working at such institution, be deemed to have given his consent to the policies of that institution, the Board of Regents of the Division of the Universities of the Department of Education, and the laws of this state. Such policies shall include prohibition against disruptive activities at state institutions of higher learning.”~~

~~II. The District Board of Trustees of Valencia College defines disruptive conduct as follows:-~~

~~A. Disruptive activities shall include, but not be limited to, the following:-~~

- ~~1. Violence committed against any member or guest of the college community-~~
- ~~2. Forcible interference with the freedom of movement of any member or guest of the College-~~

~~3. Obstruction of the normal processes, activities, and functions of the college community~~

~~4. Assault or battery upon college security officers in violation of Section 240.381_784.07, Florida Statutes~~

~~5. Disruptive activities as defined and prohibited in accordance with the criminal provisions of Section 877.13, Florida Statutes~~

~~B. After it has been determined that an employee has participated in disruptive activities, action to terminate the employment of such person may be initiated immediately.~~

Policy History: Adopted 12-11-74; Amended 1-19-83; Formerly 6Hx28:7-01; Amended 11-18-92; Amended 06-26-19; Formerly 6Hx28:07-00

Related Documents/Policies:

~~See Florida Statutes, Section 240.132~~

Procedures:

None

Procedure History:

Date of Last Procedure Review:
