



HOLMES UNIVERSITY FLORIDA

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PD34 – Diversity and Equity Policy

Policy Code	PD34
Policy Title	Diversity and Equity Policy
Domain	G – Human Resources
Internal Ref	G.34
Jurisdiction	Florida, United States – Holmes University Florida (HUF)
Version	1.1
Policy Owner	Director of Risk and Compliance, Holmes University Florida
Approved By	Holmes University Florida Board of Directors

1. Related Policies

- PD47 – Access, Equity and Student Success (Florida)
- PD81 – Disability Services and Reasonable Accommodation (Florida)
- PD88 – Title IX and Nondiscrimination (Florida)
- PD19 – Staff Recruitment and Development (Florida)

2. Purpose

- 2.1 Holmes University Florida (HUF) is committed to equity, diversity and inclusion in all its activities, and affirms that it is diverse, fair and inclusive, and respectful of the rights and wellbeing of all its staff and students in education and employment. HUF's commitment is consistent with applicable United States and Florida law, including Title VI and Title VII of the Civil Rights Act, Title IX of the Education Amendments, Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, the Age Discrimination Act and the Age Discrimination in Employment Act, and the Florida Civil Rights Act.

3. Definitions

- **Reasonable accommodation** - a specific measure made to enable equitable access to, and participation in, employment or education.
- **Diversity** - includes the dimensions of race, color, national or ethnic origin, gender, sex, sexual orientation, gender identity, socio-economic status, age, disability, religious beliefs, and political or other beliefs.
- **Inclusion** - securing opportunities for all individuals, including those with disabilities, to learn and work alongside their peers.

4. Policy Statement

- 4.1** HUF is committed to equity and diversity to enable each student to realize their full potential, and will provide students with access to an education and learning environment that is fair, just and non-discriminatory. HUF is committed to equal opportunity of access, participation and advancement in employment, with a workplace free from discrimination or harassment, and recognizes that specific reasonable accommodations may be needed to address equity, diversity and inclusion and to support diverse groups.

5. Teaching, Learning and Students with a Disability

- 5.1** HUF develops programs designed to accommodate student diversity and provide opportunities for academic success for all students; ensures all prospective and enrolled students have access to current academic governance policies concerning diversity and equity; and ensures students who may need reasonable accommodations are informed of the options available for orientation, academic progression and use of learning resources, and that student safety and wellbeing needs are met. Consistent with Section 504 and the ADA, HUF takes reasonable accommodations so that a student with a disability may apply for and participate in a course on the same basis as other students; applies measures to minimize discrimination (including promoting this policy and training managers and staff in respectful, non-discriminatory behavior); provides appropriate assistance with enrollment, course selection and orientation, together with information on student and academic support; and ensures enrolled students with a disability have the opportunity to complete their studies using the full academic and personal support available (see PD81).

6. Workplace and Responsibilities

- 6.1** HUF acknowledges that respect and diversity in the workplace are the foundation of equal employment opportunity, and upholds a workplace culture that is respectful, courteous and fair and values individual differences. HUF is responsible for providing an inclusive and welcoming environment for all students and staff. Staff with responsibilities for the student experience monitor student progress and performance by identifiable subgroups and make recommendations for appropriate adjustments to admissions, teaching, learning and support services, intervention strategies and program suitability. All individuals within the scope of this policy are expected to model respectful and inclusive behavior in their dealings with each other and the HUF community.

Document Control

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