

VISIONS PREPARATORY ACADEMY

Policy Addendum: Facility Use Conduct Policy

In accordance with Section 553.865(9)(d), Florida Statutes

Purpose

To ensure full compliance with Florida law regarding restroom and changing facility use in K-12 educational settings, this policy establishes clear disciplinary procedures for employees who violate Section 553.865, F.S.

Policy Statement

All employees of Visions Preparatory Academy are expected to fully comply with the provisions of Section 553.865, F.S., which outlines the lawful use of restrooms and changing facilities based on biological sex.

Employees are prohibited from:

- Entering a restroom or changing facility designated for the opposite sex;
- Refusing to depart such a facility when asked by school administration;
- Interfering with the school's enforcement of facility policies.

Disciplinary Procedures

Any employee found in violation of this policy will be subject to disciplinary action, which may include:

- Verbal or written warning
- Suspension (with or without pay)
- Termination of employment
- Referral to legal authorities, where applicable

All incidents will be:

- Promptly investigated by the Head of School or Ethics Compliance Officer;
- Documented in writing, including the nature of the violation, witness accounts, and actions taken;
- Retained in personnel records as required by law.

Reporting & Investigation

- Violations must be reported to the Head of School or Ethics Compliance Officer.
- Reports can be made confidentially and without fear of retaliation.
- Investigations will be handled with discretion and urgency to ensure fairness and legal compliance.

Acknowledgment

This policy addendum is a required part of the Visions Preparatory Academy Employee Handbook and must be signed by all staff members.

Acknowledgment of Receipt

I, _____, acknowledge that I have received, read, and understood the Facility Use Conduct Policy in accordance with Section 553.865(9)(d), F.S. I agree to comply with this policy as a condition of my employment at Visions Preparatory Academy.

Signature: _____

Date: _____

