

By Senator Hill

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1 A bill to be entitled
2 An act relating to diversity in hiring of athletic
3 coaches and athletic directors; creating s. 1006.72,
4 F.S.; defining the term "minority applicant";
5 requiring each state university or Florida college to
6 interview one or more qualified minority applicants
7 when hiring a head athletic coach or an athletic
8 director; providing an exception; providing for a
9 defense; authorizing the State Board of Education and
10 the Board of Governors to adopt rules; providing an
11 effective date.

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13 Be It Enacted by the Legislature of the State of Florida:

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15 Section 1. Section 1006.72, Florida Statutes, is created to
16 read:

17 1006.72 Diversity in hiring of athletic coaches and
18 athletic directors.—

19 (1) For purposes of this section, the term "minority
20 applicant" means an applicant who is:

21 (a) A person having origins in any of the black racial
22 groups of Africa;

23 (b) A person having origins in the Hispanic culture;

24 (c) A person having origins in any of the original peoples
25 of the Far East, Southeast Asia, the Indian Subcontinent, or the
26 Pacific Islands; or

27 (d) An American Indian or Alaskan Native having origins in
28 any of the original peoples of North America.

29 (2) Each state university or Florida college must interview

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30 one or more qualified minority applicants when hiring a head
31 athletic coach or an athletic director unless the institution is
32 unable to identify a qualified minority applicant who is willing
33 to interview for the position. It is an affirmative defense to a
34 claim of a violation of this subsection that the institution, in
35 good faith, was unable to identify a qualified minority
36 applicant who was willing to interview for the position.

37 (3) The State Board of Education and the Board of Governors
38 may adopt rules pursuant to ss. 120.536(1) and 120.54 to
39 implement this section for the Florida College System and the
40 State University System, respectively.

41 Section 2. This act shall take effect July 1, 2010.