

## Kenilworth District 38 Equity Policies

Students, faculty, and staff of Kenilworth School District 38 deserve a learning and work environment in which their individual identity characteristics are valued and they feel safe and welcomed. The District has a duty to provide an environment that is free of discrimination, harassment, or bullying based on protected characteristics, hinders a sense of worth, or impedes access to a free and appropriate education.

The District works collaboratively to protect the rights of our students, staff, parents/guardians, and community members. The District must follow a number of state and federal statutes and sets policies and administrative procedures in the areas such as operations, hiring, personnel management, instruction, student services, student conduct, extracurricular programming, and community relations that help guide procedures and decisions for ensuring compliance and protection of their stakeholders.

### **Illinois State and Federal Statues**

The following is a list of some state and federal statutes that have an impact on District policies:

1. **Title II of the Americans with Disabilities Act**, 42 U.S.C. §12101 et seq.
2. **Title IX of the Education Amendments of 1972**, 20 U.S.C. §1681 et seq., excluding Title IX sexual harassment complaints governed by policy 2:265, *Title IX Sexual Harassment Grievance Procedure*
3. **Section 504 of the Rehabilitation Act of 1973**, 29 U.S.C. §791 et seq.
4. **Title VI of the Civil Rights Act**, 42 U.S.C. §2000d et seq.
5. **Equal Employment Opportunities Act** (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
6. **Sexual harassment prohibited by the State Officials and Employees Ethics Act**, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (Title IX sexual harassment complaints are addressed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*)

7. **Breastfeeding accommodations for students**, [105 ILCS 5/10-20.60](#)
8. **Bullying**, [105 ILCS 5/27-23.7](#)
9. **Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children**
10. **Curriculum, instructional materials, and/or programs**
11. **Victims' Economic Security and Safety Act**, [820 ILCS 180/](#)
12. **Illinois Equal Pay Act of 2003**, [820 ILCS 112/](#)
13. **Provision of services to homeless students**
14. **Illinois Whistleblower Act**, [740 ILCS 174/](#)
15. **Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act**, [410 ILCS 513/](#) and **Titles I and II of the Genetic Information Nondiscrimination Act**, [42 U.S.C. §2000ff et seq.](#)
16. **Employee Credit Privacy Act**, [820 ILCS 70/](#)

### **Kenilworth District 38 Policies**

The District has 60 policies that help protect the rights of students, faculty, staff, and community members in alignment with state and federal statutes, and to promote a more equitable, safe, and welcoming environment. They can be found in six main policy areas: School Board, Operational Services, Personnel, Instruction, Students, and Community Relations.

#### **School Board**

[Policy 2:260 Uniform Grievance Procedure](#)

[Policy 2:265 Title IX Sexual Harassment Grievance Procedure](#)

#### **Operational Services**

[Policy 4:182 Face Coverings](#)

[Policy 4:190 Targeted School Violence Prevention Program](#)

## **Personnel**

[Policy 5:10 Equal Employment Opportunity and Minority Recruitment](#)

[Policy 5:20 Workplace Harassment Prohibited](#)

[Policy 5:20 E Exhibit - Resolution to Prohibit Sexual Harassment](#)

[Policy 5:30 Hiring Process and Criteria](#)

[Policy 5:50 Drug- and Alcohol-Free Workplace: E-Cigarette, Tobacco, and Cannabis Prohibition](#)

[Policy 5:70 Religious Holiday](#)

[Policy 5:100 Staff Development Program](#)

[Policy 5:230 Maintaining Student Discipline](#)

## **Instruction**

[Policy 6:40 Curriculum Development](#)

[Policy 6:60 Curriculum Content](#)

[Policy 6:65 Student Social and Emotional Development](#)

[Policy 6:70 Teaching About Religions](#)

[Policy 6:110 Programs for Students at Risk of Academic Failure](#)

[Policy 6:120 Education of Children with Disabilities](#)

[Policy 6:130 Program for the Gifted](#)

[Policy 6:135 Accelerated Placement Program](#)

[Policy 6:140 Education of Homeless Children](#)

[Policy 6:145 Migrant Students](#)

[Policy 6:150 Home and Hospital Instruction](#)

[Policy 6:160 English Learners](#)

[Policy 6:170 Title I Programs](#)

[Policy 6:210 Instructional Materials](#)

[Policy 6:230 Library Media Program](#)

[Policy 6:240 Field Trips](#)

[Policy 6:260 Complaints About Curriculum, Instructional Materials, and Programs](#)

[Policy 6:270 Guidance and Counseling Program](#)

## **Students**

[Policy 7:10 Equal Educational Opportunities](#)

[Policy 7:20 Harassment of Students Prohibited](#)

[Policy 7:30 Student Assignment](#)

[Policy 7:40 Nonpublic School Students, Including Parochial and Home-Schooled Students](#)

[Policy 7:50 School Admissions and Student Transfers To and From Non-District Schools](#)

[Policy 7:60 Student Residency](#)

[Policy 7:70 Attendance and Truancy](#)

[Policy 7:80 Release Time for Religious Instruction](#)

[Policy 7:100 Health, Eye and Dental Examinations, Immunizations and Exclusions of Students](#)

[Policy 7:130 Student Rights and Responsibilities](#)

[Policy 7:160 Student Appearance](#)

[Policy 7:180 Prevention of and Response to Bullying Intimidation and Harassment](#)

[Policy 7:185 Teen Dating Violence Prohibited](#)

[Policy 7:190 Student Discipline](#)

[Policy 7:200 Suspension Procedures](#)

[Policy 7:210 Expulsion Procedures](#)

[Policy 7:220 Bus Conduct](#)

[Policy 7:230 Misconduct by Students with Disabilities](#)

[Policy 7:240 Conduct Code for Participants in Extracurricular Activities](#)

[Policy 7 250 Student Support Services](#)

[Policy 7:260 Exemption from Physical Activity](#)

[Policy 7:270 Administering Medicines to Students](#)

[Policy 7:280 Communicable and Chronic Infectious Disease](#)

[Policy 7:285 Students - Food Allergy Management Program](#)

[Policy 7:290 Suicide and Depression Awareness and Prevention](#)

[Policy 7:300 Extracurricular Athletics](#)

[Policy 7:310 Restrictions on Publications](#)

[Policy 7:340 Student Records](#)

## **Community Relations**

[Policy 8:30 Visitors to and Conduct on School Property](#)

[Policy 8:70 Accommodating Individuals with Disabilities](#)

The policies outlined above help promote a more equitable schoolhouse for students, faculty, staff, parents/guardians, and community members. It also describes how individuals can file a complaint if they believe their right have been violated, the process for investigating the grievance, the timeline for receiving a decision, and the appeal process. In addition to the Board of Education, the District Superintendent, and school administrators and staff, the district appoints individuals to serve as the Nondiscrimination Coordinator, Complaint Managers (of more than one gender), and a Title IX Coordinator.