

## Equal Employment Opportunity and Minority Recruitment

### Section A - Introduction

The Board of Education is committed to fostering an inclusive and equitable work environment. This policy affirms the organization's dedication to providing equal employment opportunities to all qualified individuals, striving to ensure that no person is subject to discrimination or unfair treatment based on legally protected characteristics or statuses. By upholding these principles, the Board strives to create a workplace that values diversity, supports individual rights, and promotes professional growth and mutual respect.

### Section B - Equal Employment Opportunities and Non-Discrimination

It is the policy of the Board of Education to provide equal employment opportunities to all persons regardless of their race; ; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; form of work authorization status; use of lawful products which does not interfere with the ability to perform duties while at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of violence; genetic information; physical or mental handicap or disability that does not prevent performance of essential job functions, with reasonable accommodation; pregnancy, childbirth, or related medical conditions; reproductive health decisions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; viewpoint, opinion, membership in a legal, political, or religious organization, or other exercise of constitutional or legal rights which does not create substantial disruption in the workplace; family responsibilities; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act (410 ILCS 130).

### Section C - Minority Recruitment

The District will attempt to recruit and hire minority employees, as defined by the Illinois School Code. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments.

### Section D - Submission of Claims

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager under Board Policy 2:260 - Uniform Grievance Procedure. No employee or applicant will be discriminated or retaliated against because he or she:

1. Requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act; or
2. Truthfully initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules, or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Section E - Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager under Board Policy 2:260 - Uniform Grievance Procedure.

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Approved: November 26, 1990  
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