

Discrimination, Harassment, and Retaliation Prohibited

Purpose:

The District is committed to providing a learning and working environment free from discrimination and harassment based on race, color, or national origin. Discrimination and harassment hurt students' ability to learn and staff's ability to work, and the District follows federal and state laws to ensure equal opportunities for everyone.

What is Prohibited?

1. **Discrimination:** Treating people unfairly because of their race, color, or national origin. Examples include:
 - Punishing students more severely because of their race.
 - Denying students access to academic or extracurricular opportunities based on their race or national origin.
 - Denying language services to English learners.
 - Placing students in special education based on race.
2. **Harassment:** Unwanted behavior or comments that are offensive because of someone's race, color, or national origin. Examples include:
 - Using racial slurs or stereotypes.
 - Making derogatory or offensive remarks.
 - Displaying racist symbols or making physical threats.

Reporting and Investigation:

- Anyone who experiences or witnesses discrimination or harassment should report it to a trusted school employee or the Nondiscrimination Coordinator.
- Reports are confidential, and the school will investigate and take action to stop any discriminatory behavior.
- Employees who don't report incidents as required may face discipline.

Support and Protection:

- The District has a system in place to support people making reports and protect them from retaliation (punishment for speaking out).
- People can report anonymously, but anonymous reports can't be the only reason for disciplinary action.

Prevention and Response Program:

- The District will set up programs to prevent and address discrimination, harassment, and retaliation. This includes:
 - Reducing barriers to reporting.
 - Allowing support for the person making a report.
 - Offering ways to resolve issues between the person involved, if both agree.
 - Protecting individuals from any negative consequences of reporting.

Policy Availability:

- This policy is posted on the District's website and shared annually with staff and students.

Enforcement:

- If someone is found guilty of discrimination or harassment, they will face disciplinary action, including possible suspension or dismissal.
- False accusations are also taken seriously and can lead to consequences.

Retaliation is Prohibited:

- Anyone who faces retaliation for making a report or participating in the investigation process can report it, and the District will take action.

Federal and State Support:

- If the District doesn't address the issue properly, people can contact the Illinois Department of Human Rights or the U.S. Department of Education's Office for Civil Rights for help.

This policy is in place to ensure that all students and staff are treated fairly and with respect, no matter their race, color, or national origin.