Harassment of Students Prohibited

No person, including a School District employee, agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See Board policies 2.265, *Title IX Grievance Procedure*, and 2.260, *Uniform Grievance Procedure*.

Making a Report or Complaint

Students are encouraged to promptly report claims or incidents of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the student is comfortable speaking.

Reports under this policy will be considered a report under Board policy 2.260, *Uniform Grievance Procedure*, and/or Board policy 2.265, *Title IX Grievance Procedure.* The Nondiscrimination Coordinator, Title IX Coordinator, and/or Complaint Manager or designee shall process and review the report according to the appropriate grievance procedure.

An allegation that a student was a victim of any prohibited conduct by an adult must be reported to the Illinois Department of Children and Family Services.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinators, Title IX Coordinator, and Complaint Managers. One of the District's Nondiscrimination Coordinators also serves as the District's Title IX Coordinator.

Nondiscrimination Coordinator:

Ms. Gina Ziccardi
gziccardi@csd99.org
Associate Superintendent for Student Learning
Community High School District 99
6301 Springside Avenue
Downers Grove, IL 60516
630-795-7111

Title IX & Nondiscrimination Coordinator:

Dr. Kelly Zuerner
kzuerner@csd99.org
Director of Staff Experiences
Community High School District 99
6301 Springside Avenue
Downers Grove, IL 60516
630-795-7119

Complaint Managers:

Mr. Patrick Fleming
pfleming@csd99.org
Associate Principal
North High School
4436 Main Street
Downers Grove, IL 60515
630-795-8408

Dr. Ken Sorensen
ksorensen@csd99.org
Associate Principal
North High School
4436 Main Street
Downers Grove, IL 60515
630-795-8404

Dr. Karen Taylor
ktaylor@csd99.org
Associate Principal
South High School
1436 Norfolk
Downers Grove, IL 60516
630-795-8504

Mr. Omar Davis
odavis@csd99.org
Associate Principal
South High School
1436 Norfolk
Downers Grove, IL 60516
630-795-8503

The Superintendent shall use reasonable measures to inform staff members and students of this policy, by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator, Title IX Coordinator, or a Complaint Manager. Any employee who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Title IX Coordinator or designee shall consider whether action under policy 2.265, *Title IX Grievance Procedure*, should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, a Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2.270*, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged student harassment that does not require action under Board policies 2.265, *Title IX Grievance Procedure*, or 2.270*, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policies 2.260, *Uniform Grievance Procedure*, and/or 7.190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board policy 5.90, *Abused and Neglected Child Reporting.* In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2.265, *Title IX Grievance Procedure*, or Board policy 2.260, *Uniform Grievance Procedure*.

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action.

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see Board policies 2.260, *Uniform Grievance Procedure*, 2.265, *Title IX Grievance Procedure,* and 2.270*, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*).

Students should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Adopted: 4/16/12
Revised: 8/29/13; 11/17/14; 07/18/16; 3/19/18; 3/16/20; 09/22/20 (contacts only); 11/16/20; 06/17/24; 08/07/24 (contacts only); 09/23/24; 07/09/25 (contacts only); 10/20/25