WEST CHICAGO
COMMUNITY HIGH SCHOOL
Dr. Kurt Johansen, Superintendent

(630)876-6200
www.d94.org
326 Joliet Street, West Chicago, IL 60185

Dear Student,

I hope this message finds you well. As the school nurse, I want to ensure that all students, including those who are pregnant or parenting, are fully informed of their rights and the support available to them. Sent with this letter are copies of the district's obligations to its students who are pregnant or have a related condition, as well as the District's Title IX nondiscrimination notice. Our school district is committed to fostering an environment that is inclusive, safe, and supportive for all.

If you are pregnant or have a related condition, I want to personally assure you of the following:

1. **Your Rights Against Discrimination**
   You have the right to continue your education free from discrimination based on your pregnancy or parental status. You are entitled to the same opportunities and treatment as your peers, and no student should be treated unfairly because of their condition.

2. **Reasonable Modifications or Accommodations and Academic Adjustments**
   You are eligible for reasonable modifications and/or accommodations to ensure that you can continue your education without any undue stress or hardship. This can include academic adjustments or accommodations, alternative educational options, class changes, or even homebound/ leave of absence options to meet your specific needs. Please reach out to the nurse or your school counselor if you feel any adjustments are required to support you.

3. **Lactation Space**
   Our school is equipped with a dedicated lactation space for students who are nursing (Room 1141B). This space is clean, private, shielded from view, and free from interruptions, allowing you to take care of your needs with dignity and respect.

4. **Grievance Procedure**
   If at any time you feel your rights are being violated, or if you have concerns about how your pregnancy or parenting status is being handled, you have access to a formal grievance procedure under Board Policy 2:265. This process is in place to address any concerns you may have, ensuring that your situation is handled fairly and in accordance with the law. Individuals who wish to make a report may contact the Title IX Coordinator, Dr. Jessica Iovinelli, at JIovinelli@d94.org or 630-876-6216.

Please know that we are here to support you through this journey, and the school is committed to providing the resources and accommodations you need. If you have any questions or need further assistance, don't hesitate to reach out to me, the Title IX Coordinator, or any member of our student support team.

Sincerely,

Cathy Collins, School Nurse
West Chicago Community High School

Enclosures: Notice of School District Obligations - Student Pregnancy or Related Conditions,D94 Non-Discrimination Notice
CC: Title IX Coordinator, School Counselor

COMMUNITY HIGH SCHOOL DISTRICT 94
NOTICE OF SCHOOL DISTRICT OBLIGATIONS – STUDENT PREGNANCY OR RELATED CONDITIONS

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) is an all-encompassing federal law that prohibits discrimination on the basis of sex of students and employees of educational institutions that receive federal financial assistance. This applies to all aspects of West Chicago Community High School District 94 including, but not limited to, classes and activities and extracurricular activities.

This prohibition includes discrimination against any student based on the student's pregnancy or related conditions. A student may request adjustments or accommodations based on the student's pregnancy or related conditions.

- **Title IX prohibits discrimination against any student based on the student's current, potential, or past pregnancy or related conditions. "Pregnancy or related conditions" means pregnancy, childbirth, termination of pregnancy, or lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or recovery from any of these conditions.**

- **Under Title IX, it is illegal for schools to exclude a student from participating in any educational program or activity on the basis of pregnancy or related conditions. Schools may allow a student, based on pregnancy or related conditions, to voluntarily participate in a separate portion of its education program or activity, but participation must be completely voluntary on the part of the student, and the separate portion must be comparable to that offered to students who are not pregnant and do not have related conditions.**

- **Schools must excuse a student's absence because of pregnancy or related conditions for as long as the student's doctor deems the absences medically necessary. When a student returns to school, they must be allowed to return to the same academic and extracurricular status as before their absence began.**

- **Any special services provided to students who have other temporary medical conditions must also be provided to a student who is pregnant or has a pregnancy related condition.**

- **The District will not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the recipient's class, program, or extracurricular activity unless:**
  - **The certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity**
  - **The District requires such certification of all students participating in the class, program, or extracurricular activity; and**
  - **The information obtained is not used as a basis for discrimination prohibited by federal or State law, including but not limited to, Title IX.**

COMPLIANCE

Reporting: Any member of the West Chicago Community High School District 94 community may report a violation of this policy to any staff member, or to the Title IX Coordinator. The Title IX Coordinator is responsible for overseeing complaints of discrimination involving students experiencing pregnancy or a related condition.

A recipient must ensure that when a student, or a person who has a legal right to act on behalf of the student, informs any employee of the student's pregnancy or related conditions, unless the employee reasonably believes that the Title IX Coordinator has been notified, the employee promptly provides that person with the Title IX Coordinator's contact information and informs that

person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the recipient's education program or activity.

The District is obligated to take specific actions to promptly and effectively prevent sex discrimination and ensure equal access to the District's education program or activity once a student, or a person who has a legal right to act on behalf of the student, notifies the Title IX Coordinator of the student's pregnancy or related conditions. The Title IX Coordinator must coordinate these actions. The Title IX Coordinator for West Chicago Community High School District 94 is:

Dr. Jessica Iovinelli
Executive Director of Human Resources
326 Joliet Street,
West Chicago, IL 60185
P: (630) 876-6216
JIovinelli@d94.org

A copy of the District's nondiscrimination policy and grievance procedures can be located on the District's website: Home - West Chicago Community High School (d94.org) or in the Board of Education Policy Manual: 2:260 Uniform Grievance Procedures, and 2:265 Title IX Grievance Procedures.

Complaints may also be filed with the U.S. Department of Education's Office for Civil Rights at:

Office for Civil Rights (OCR)- Region V Chicago
U.S. Department of Health and Human Services
233 N. Michigan Ave., Suite 240
Chicago, IL 60601
Voice Phone (312)886-2359
FAX (312)886-1807
TDD (312)353-5693
Email: OCR@ed.gov Web: www.ed.gov/ocr

Information about the District's Obligations. Included with this notice is a copy of the District's Title IX Notice of Nondiscrimination.

Reasonable Modifications. The District must make reasonable modifications to its policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to the District's education program or activity. Each reasonable modification must be based on a student's individualized needs. The District must consult with the student when determining a reasonable modification. A modification that would fundamentally alter the nature of the District's education program or activity is not a reasonable modification.

A student has discretion to accept or decline each reasonable modification offered by the District. The District must implement a reasonable modification that is accepted by the student.

Reasonable modifications may include, but are not limited to:

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Intermittent absences to attend medical appointments
- Access to online or homebound education
- Changes in schedule or course sequence
- Extensions of time for coursework and rescheduling of tests and examinations

- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- Elevator access
- Other changes to policies, practices, or procedures

Information about requests for reasonable modifications or accommodations from students who are pregnant or have related conditions will be shared with faculty and staff only to the extent necessary to provide the requested reasonable modification or accommodation. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless:

- With the prior written consent from a person with the legal right to consent to disclosure;
- To a parent, guardian or legal representative who has a right to receive the disclosure;
- To carry out the purposes of the Title IX regulations;
- As required by federal or State law, regulations, or the terms and conditions of an award;
- If not in conflict with Title IX, when required by state or local law, or allowed by the Family Educational Rights and Privacy Act (FERPA) or the Illinois School Student Records Act (ISSRA). FERPA is a federal law that protects the privacy of student education records. ISSRA is a State law that protects the privacy of school student records.

Information otherwise permissible to disclose may never be disclosed for a retaliatory purpose or to chill the exercise of Title IX rights.

Administrative responsibility for these accommodations lies with the Title IX Coordinator, who will maintain all appropriate documentation related to accommodations. The Title IX Coordinator will assist with plan development and implementation as needed.

Voluntary Access to Separate and Comparable Portions of Program or Activity. The District must allow a student to voluntarily access any separate and comparable portion of the District's education program or activity.

Voluntary leaves of absence. The District must allow the student to voluntarily take a leave of absence from the education program or activity to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. To the extent that a student qualifies for leave under a leave policy maintained by the District that allows a greater period of time than the medically necessary period, the District must permit the student to take voluntary leave under that policy instead if the student so chooses. When the student returns to the recipient's education program or activity, the student must be reinstated to the academic status and, as practicable, to the extracurricular status that the student held when the voluntary leave began.

Lactation space. The recipient must ensure that the student can access a lactation space, which must be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed.

Limitation on Supporting Documentation. The District will not require supporting documentation for a reasonable modification or accommodation unless the documentation is necessary and reasonable for the District to determine whether to make a reasonable modification or accommodation or whether to take additional specific actions.

Community High School District 94 Non-Discrimination Notice

NOTICE OF NON-DISCRIMINATION:

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under School Board Policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

The following persons have been designated to handle inquiries regarding the non-discrimination policies:

NON-DISCRIMINATION COORDINATOR:

Dr. Jessica Iovinelli
Executive Director of Human Resources
326 Joliet Street
West Chicago, IL 60185
630-876-6216
JIovinelli@D94.org

COMPLAINT MANAGERS:

Dr. Jessica Iovinelli
Executive Director of Human Resources 326 Joliet St., West Chicago, IL 60185
630-876-6216
JIovinelli@D94.org

Dr. Limaris Pueyo
School Principal
326 Joliet St.,
West Chicago, IL 60185
630-876-6300
LPueyo@D94.org

For further information on notice of non-discrimination, visit https://ocrcas.ed.gov/contact-ocr for the address and phone number of the office that serves your area, or call 1-800-421-3481