Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; work authorization status; use of lawful products while not at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of violence or use of District-issued equipment to record such types of violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job 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; 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/.

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*, or in the case of denial of equal employment opportunities on the basis of race, color, or national origin, Board policy 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. These individuals are listed below. 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) 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.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinators may be the Superintendent or a Complaint Manager under Board policy 2.260, *Uniform Grievance Procedure*. One of the District's Nondiscrimination Coordinators also serves as the District's Title IX Coordinator.

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.

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.

Nondiscrimination Coordinator:

Dr. Amanda Brode-Rico
abrode@csd99.org
Assistant Superintendent for Learning Resources
Community High School District 99
6301 Springside Avenue
Downers Grove, IL 60516
630-795-7131

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 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.

Minority Recruitment

The District will attempt to recruit and hire minority employees. 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. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

Adopted: 4/16/01
Revised: 4/15/13; 5/19/14; 2/23/15; 8/15/16; 3/16/20; 9/22/20 (contacts only); 11/16/20; 11/15/21; 05/16/22; 06/17/24; 8/7/24 (contacts only); 02/24/25; 07/09/25 (contacts only); 10/20/25; 04/20/26; 07/01/26 (contacts only)