## Notice of Non-Discrimination and Expectation of a Safe School Environment

The Office of Civil Rights requires the District to yearly provide its Notice of Non-Discrimination.

- District 99 does not discriminate in any of its programs or activities on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the 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, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the above actual or perceived characteristics, or any other protected category set forth in Board policy 5.10, *Equal Employment Opportunity and Minority Recruitment*.
- District 99 has appointed Complaint Managers to ensure the District offers equal employment and educational opportunities and prohibits the harassment of employees, students and others.
- Policies related to discrimination and harassment can be found on the District's website (csd99.org):
    - Board policy 5.10, *Equal Employment Opportunity and Minority Recruitment*
    - Board policy 2.260, *Uniform Grievance Procedure*
    - Board policy 5.20, *Workplace Harassment Prohibited*
    - Board policy 7.20, *Harassment of Students Prohibited*
- Concerns or questions about the District's non-discrimination policies should be directed to one of the Complaint Managers identified on our website at http://www.csd99.org/nondiscrimination. Concerns about compliance with Section 504 regulations should be directed to the Associate Principal for Student Support Services at either North High or South High.
- To contact the Office of Civil Rights, visit the website at https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt/.
- See http://www.csd99.org/academics for complete academic offerings and admission criteria.
- In accordance with the Boy Scouts of America Equal Access Act (https://www2.ed.gov/about/offices/list/ocr/boyscouts.html), District 99 provides equal access to the Boy Scouts and other designated youth groups.

In addition, District 99 is dedicated to creating a safe and welcoming environment for all students, staff, and visitors. Students or families should tell a trusted adult at the school or District office about anything that seems dangerous or unusual. Anonymous concerns can be reported through Safe2Help Illinois (https://www. https://www.safe2helpil.com/ ). All reports are taken seriously.

In order to maintain a safe environment, there are several things to be aware of:

- School safety is an utmost priority in District 99. In most cases, where school violence--including school shootings--has occurred, there were people who knew about the attacks before they took place. Many times it was a peer or friend who knew something "bad" was going to happen. It is important that anyone come forward if they hear of potential school violence - even when it is shared in a joking manner.
- All staff and adult volunteers are expected to maintain professional decorum in all student interactions and maintain appropriate boundaries with students. Adults should never be alone with students behind closed doors and out of sight of others, or in a vehicle, use inappropriate language or tell inappropriate jokes, provide gifts to individual students or otherwise show favoritism to an individual student or group students, or become overly involved in a student's personal life, and staff must use appropriate communication methods (Board policy 5.125, *Personal Technology and Social Media; Usage and Conduct*).
- Adult staff or volunteers are prohibited from participating in the following behaviors with any student: using social networking or digital tools to enter into inappropriate relationships; inappropriately touching a student; sexually harassing or engaging in sexual contact; exchanging explicit text messages or images; or establishing an emotional or transactional relationship with a current or former student to coerce a sexual relationship.
- Bullying, including cyberbullying, on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the 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, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the above actual or perceived characteristics, or any other distinguishing characteristic is prohibited in a District 99 or related setting.
- District 99 seeks to create a setting that protects and enhances the physical, social, and emotional health of all students. Anyone experiencing concerns in these areas or with knowledge of another with concerns - especially those related to hunger, anxiety, depression, or harm to self or others - should reach out to a trusted adult or contact District 99 using the Crisis Reporting and Resources page (https://www.csd99.org/crisis-reporting).

Questions about District 99's expectations or policies should be directed to Amanda Brode-Rico (abrode@csd99.org), Associate Superintendent for Student Learning, Nondiscrimination Coordinator, or Kelly Zuerner (kzuerner@csd99.org), Director of Staff Experiences, Title IX & Nondiscrimination Coordinator.

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