

Instruction

Equal Educational Opportunities

Students

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, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the School 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 School remains viewpoint neutral when granting access to school facilities. Any student may file a discrimination grievance by using the Uniform Grievance Procedure.

Gender Equity

No student shall, based on sexual orientation or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Any student may file a gender equity complaint by using the Uniform Grievance Procedure. A student may appeal the School Board's resolution of the complaint to the Regional Superintendent of Schools (pursuant to 105 ILCS 5/3-10 of The School Code) and, thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8 of The School Code).

Administrative Implementation

The Principal shall appoint the Nondiscrimination Coordinator. The Principal shall use reasonable measures to inform staff members and students of this policy and grievance procedure.

Grievance Procedure

This non-discrimination grievance procedure applies to civil rights regulatory TITLE VI (race, color, national origin including limited English proficiency), TITLE IX (sex, gender), SECTION 504 of the REHABILITATION ACT OF 1973 (handicapping conditions), and the Americans With Disabilities Act.

The non-discrimination grievance procedure applies to claims of acts or omissions relating to protected rights based upon age, race, color, sex, handicapping conditions, and national origin including limited English proficiency.

LEVEL 1

The building principal or designee will act as the compliance coordinator for any allegation of building level violations affecting students, employees, or building patrons. Allegations of violations or omissions of this type should be reported to the building principal. The building principal will then coordinate or delegate the coordination of an investigation of the allegations within 7 days of the complaint. The building principal will submit a written decision to the complainant regarding the complaint within 14 days of receiving the written complaint or allegation. The complainant will have 7 calendar days to ask for an appeal of the

decision in writing to the School Board. Failure to make an appeal within the required 7 days will make the original decision final.

LEVEL 2

In the case of an appeal of a Level - 1 decision, the appeal or allegation should be reported to the School Board in written form. The School Board will review available materials and schedule a meeting within 10 calendar days of the written request for Level - 1 decision appeal or allegation of discrimination. The participants will be the complainant, compliance coordinator, and the School Board. Other witnesses may be called upon with prior written notice of 2 days to other parties in the meeting. The School Board shall make a written decision within 7 days of the final meeting of the parties. This decision shall be final.

Approved: 9/13/11