

Nondiscrimination Commitment

Komarek School District 94 is committed to a policy of nondiscrimination and equal opportunity in its educational programs and activities and employment. The District complies with all laws and applicable regulations that prohibit discrimination, harassment, and retaliation by and in the District, including the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. § 2000d *et seq.*
5. Title VII of the Civil Rights Act, 42 U.S.C. § 2000e *et seq.*
6. The Age Discrimination in Employment Act of 1967
7. The State Officials and Employees Ethics Act
8. The Illinois Human Rights Act
9. Sections 10-22.5, 27-1, and 20.60 of the School Code and 23 Illinois Administrative Code Part 200
10. Victims' Economic Security and Safety Act, 820 ILCS 108/
11. Illinois Equal Pay Act of 2003, 820 ILCS 112/
12. Illinois Genetic Information Privacy Act (GINA), 410 ILCS 513/ and Title II of the Genetic Information Nondiscrimination Act (GINA), 42 U.S.C. § 2000ff *et seq.*
13. Employee Credit Privacy Act, 820 ILCS 70/

For students, this includes the requirement that no person, including a District employee or agent, student, or other community member, shall discriminate against, harass, intimidate, or bully a student based on 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; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic identified in Board policy 7:10, *Equal Educational Opportunities*.

For employees, this includes the requirement that no person, including another District employee or agent, a student, or another community member, shall discriminate against or engage in harassment or abusive conduct against an employee based on an employee's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct based on an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

No student, parent/guardian, employee, or other District community member will be subjected to retaliation as prohibited under any law or Board policy, including those laws identified above. Retaliation is an adverse act imposed because a person has asserted a right or participated in a process involving the assertion of a right, including reporting a violation of law or Board policy or participating in the grievance processes used to process complaints based on alleged violations of law or Board policy.

Any person who believes any student, employee, or third party or the District generally has engaged in conduct prohibited by the laws cited above or Board policy, including discrimination, harassment, or retaliation, or who has inquiries about the application of the laws cited above or Board policy should contact a District Nondiscrimination/Title IX Coordinator or Complaint Manager using the contact information below:

Nondiscrimination/Title IX Coordinator:

Caitlin DiLallo, Principal / Director of Student Services
8940 W. 24th St. N. Riverside, IL 60546
cdilallo@komarek94.org
(708) 447-8030

Complaint Manager

Diane Michelini, Principal
8940 W. 24th St. N. Riverside, IL 60546
dmichelini@komarek94.org
(708) 447-8030

Complaint Manager

Todd Fitzgerald, Superintendent
8940 W. 24th St. N. Riverside, IL 60546
tfitzgerald@komarek94.org
(708) 447-8030

The following agencies may also be able to answer inquiries about some of the laws cited above:

<p>U.S. Department of Education Office for Civil Rights (OCR) Chicago Office JCK Federal Building 230 S. Dearborn Street, 37th Floor Chicago, IL 60604 Telephone: (312) 730-1560 Facsimile: (312) 730-1576 Email: OCR.Chicago@ed.gov</p> <p>See www.ed.gov/ocr</p>	<p>U.S. Equal Employment Opportunity Commission (EEOC) Chicago District Office JCK Federal Building Chicago, IL 60604 Telephone: (312) 872-9744 Facsimile: 312-588-1260 Info@EEOC.org</p> <p>See www.eeoc.gov</p>	<p>Illinois Department of Human Rights (IDHR) Springfield Office 535 West Jefferson 1st Floor Intake Unit Springfield, IL 62702 Telephone: (217) 785-5100 Facsimile: (217) 785-5106 Email: IDHR.webmail@Illinois.gov</p> <p>See www2.illinois.gov/DHR</p>
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The District will use the grievance procedures in Board of Education Policies 2:260 (*Uniform Grievance Procedure*) and 2:265 (*Title IX Sexual Harassment Grievance Procedure*) to process complaints based on alleged violations of law or Board policy. Provisional versions of those policies are available here:

[Policy 2:260 Uniform Grievance Procedure](#)

[Policy 2:265 Title IX Sexual Harassment Grievance Procedure](#)

District administration also uses the following administrative procedures to process complaints of Title IX Sexual Harassment:

[2:265 Administrative Procedure AP2](#)

[2:265 Exhibit E1](#)

You can find more information on the Board policies prohibiting discrimination, harassment, and retaliation in Board policy, including, for example, Board policies 5:10 (*Equal Employment Opportunity and Minority Recruitment*), 5:20 (*Workplace Harassment Prohibited*), 7:10 (*Equal Educational Opportunities*), 7:20 (*Harassment of Students Prohibited*); 7:180 (*Prevention of and Response to Bullying, Intimidation, and Harassment*). You can find more information about how to report discrimination, harassment, or retaliation in Board policies 2:260 (*Uniform Grievance Procedure*) and 2:265 (*Title IX Sexual Harassment Grievance Procedure*). The Board’s Policy Manual is available online [here](#).

Training Materials to Train Title IX Team Members

The following materials were used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process (the District's Title IX Team members):

[Title IX Basic Training](#)

[Title IX Coordinator and Investigator Training](#)

[Title IX Decision Maker Training](#)

[Title IX Informal Resolution Facilitator Training](#)