

GENERAL PERSONNEL

Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race, color, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, military status or unfavorable military discharge, citizenship status, use of lawful products while not at work, being a victim of or is perceived to be a victim of domestic or sexual violence, or physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a District Complaint Manager for the Uniform Grievance Policy (Board Policy 2:260). These individuals are listed below. No employee or applicant will be discriminated against because he or she 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, provided the employee or applicant did not knowingly make a false accusation nor knowingly provide false information. No employee will be discriminated against because he or she attended, participated in, prepared for, or requested leave to attend, participate in or prepare for a criminal or civil court proceeding relating to an incident of domestic or sexual violence of which the individual or a family or household member of the individual was a victim, requested an adjustment to a job structure, workplace facility or work requirement in response to actual or threatened domestic or sexual violence, regardless of whether the request was granted.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Superintendent shall insert into this policy the names, addresses and telephone numbers of the District's current Nondiscrimination Coordinator and District Complaint Managers.

Nondiscrimination Coordinator

Name Ms. Debbie Barnes
Address 2165 Telegraph Road
 Bannockburn, Il. 60015
Telephone No. 847-945-5900 ext. 113

District Complaint Managers:

Name:	Ms. Debbie Barnes	Mr. Chad Vincent
Address:	2165 Telegraph Road Bannockburn, Il. 60015 847-945-5900 ext. 113	2165 Telegraph Road Bannockburn, Il. 60015 847-945-5900 ext.115

The Superintendent or designee 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 Board of Education shall attempt to recruit and hire qualified minority personnel for the District, including teachers, other certificated employees and non-certificated employees, in accordance with the requirements of Section 10-20.7a of The School Code.

The Superintendent shall periodically report to the Board of Education on the status of minority recruitment and hiring the School District.

LEGAL REF.: Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq.
Americans With Disabilities Act, Title I, 42 U.S.C. § 12111 et seq.
Equal Pay Act, 29 U.S.C. § 206(d).
Ill. Constitution, Art. 1, §§ 17, 18 and 19.
Immigration Reform and Control Act, 8 U.S.C. § 1324a et seq.
Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq.
Religious Freedom Restoration Act, 775 ILCS 35/5.
Title VII of Civil Rights Act, 42 U.S.C. § 2000e et seq., 29
C.F. R. Part 1601.
Title IX of the Education Amendments, 20 U.S.C. § 1681 et seq.
34 C.F.R. Part 106, 820 ILCS 105/1 et seq., 775 ILCS 5/1/-103 and
5/2-102. 105 ILCS 5/10-20.7, 5/10-20.7a, 5/10-21.1, 5/10-22.4,
5/10-23.5, 5/22-19, 5/24-4, 5/24-4.1 and 5/24-7. 23 Ill Admin.
Code § 11.230.
Equal Pay Act of 2003, P.A. 93-0006
Victims’ Economic Security and Safety Act, P.A. 93-591

CROSS REF.: 2.260 (Uniform Grievance Procedure), 5:20 (Sexual Harassment)

FIRST READING: March 15, 2006

ADOPTION: April 19, 2006