

## **Nondiscrimination Commitment**

**Glen Ellyn District 41** is committed to a policy of nondiscrimination and equal opportunity in its education 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/

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.

No student, parent/guardian, employee, or other member of the District community 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, Nondiscrimination Coordinator, or Complaint Manager using the contact information below:

**Dr. David Bruno**

**Assistant Superintendent for Human Resources**

District Nondiscrimination/Title IX Coordinator

[DBruno@d41.org](mailto:DBruno@d41.org)

630-534-7569

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

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     See <a href="http://www.ed.gov/ocr">www.ed.gov/ocr</a>	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   See <a href="http://www.eeoc.gov">www.eeoc.gov</a>	Illinois Department of Human Rights (IDHR)  Springfield Office  535 West Jefferson  1 <sup>st</sup> Floor  Intake Unit  Springfield, IL 62702  Telephone: (217) 785-5100  Facsimile: (217) 785-5106  Email: IDHR.webmail@Illinois.gov     See <a href="http://www2.illinois.gov/DHR">www2.illinois.gov/DHR</a>
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More information on the Board policies prohibiting discrimination, harassment, and retaliation can be found 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*). More information about how to report discrimination, harassment, or retaliation can be found in Board policies [2:260](#) (*Uniform*

*Grievance Procedure*) and [2:265](#) (*Title IX Sexual Harassment Grievance Procedure*). The Board's policy handbook is available online at [link](#).

All other reports and complaints of discrimination, harassment, retaliation or other violations of law or Board policy will be processed using Board policy [2:260](#) (*Uniform Grievance Procedure*).