

## ORGANIZATION

### NONDISCRIMINATION STATEMENT

#### Nondiscrimination

The ROE does not discriminate against any person on any prohibited basis in its education programs or activities or in employment. The ROE complies with all laws and applicable regulations that prohibit discrimination and/or harassment, including the following:

1. Title II of the Americans with Disabilities Act procedures
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/

#### Retaliation

No student, parent/guardian, employee, or other member of the ROE community will be subjected to retaliation as prohibited under the State or federal Constitution, State or federal statute or regulation, or ROE policy, including those laws identified under the "Nondiscrimination" section, 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 this policy or participating in the Uniform Grievance Procedure and grievance processes in Policies 296.00, 296.01 (*General Grievance Process*), and 296.02, *Title IX Grievance Process*.

Approved: 12/18/2020

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#### Enforcement

A violation of this policy may result in discipline, up to and including (for students) suspension and recommendation for expulsion and (for employees) discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the ROE in the context of the relationship of the third party to the ROE, e.g., vendor, parent, invitee, etc.

Any person who believes any student, employee, or third party or the ROE generally has engaged in conduct prohibited by the laws cited in this policy should report the conduct to a ROE Nondiscrimination/Title IX Coordinator, Nondiscrimination Coordinator, or Complaint Manager using the contact information below:

#### **Nondiscrimination/Title IX Coordinator**

Name/Title: Jennifer Diercks  
Office Address: 3358 Big Pine Trail, Champaign, IL 61822  
Email Address: [jdiercks@roe9.org](mailto:jdiercks@roe9.org)  
Telephone Number: 217-893-3219

#### **Nondiscrimination Coordinator and Complaint Manager**

Name/Title: Joe Tomlinson  
Office Address: 3358 Big Pine Trail, Champaign, IL 61822  
Email Address: [joet3143@gmail.com](mailto:joet3143@gmail.com)  
Telephone Number: 217-893-3219

#### **Complaint Managers**

Name/Title: Donna Kaufman  
Office Address: 3358 Big Pine Trail, Champaign, IL 61822  
Email Address: [dkaufman@roe9.org](mailto:dkaufman@roe9.org)  
Telephone Number: 217-893-3129

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Employees may also report such conduct to an immediate supervisor employed by the ROE, the Building Principal, or other any other administrator. Students may also report such conduct to any school employee, including any teacher, counselor or school or ROE administrator. The ROE prefers that all reports and complaints are in writing; however, verbal information will be accepted and processed pursuant to relevant ROE policy.

Aggrieved parties, if they feel comfortable doing so, should directly inform the person engaging in the harassing or retaliatory conduct or communication that such conduct or communication is offensive and must stop.

When a ROE employee or official other than the Nondiscrimination/Title IX Coordinator receives a report or otherwise becomes aware of conduct that, if true, would violate this policy, that ROE employee must promptly report the conduct to a ROE Nondiscrimination/Title IX Coordinator, Nondiscrimination Coordinator, or Complaint Manager identified in this policy. Failure to do so may result in discipline, up to and including discharge.

The ROE's process for responding to reports and complaints of conduct prohibited by this policy or any of the laws cited in this policy are found in Policy 296, Uniform Grievance Procedure, Policy 296.01, General Grievance Process, and Policy 296.02, Title IX Grievance Process.

Making a knowingly false statement of, or knowingly submitting false information during a grievance process regarding, conduct prohibited by this policy or any of the laws cited in this policy is also a violation of this policy.

#### Additional Information

Inquiries about the above laws, this policy or Policies 296, 296.01, or 296.02 may be directed to the ROE's Nondiscrimination/Title IX Coordinator, who is identified in this policy. The Nondiscrimination/Title IX Coordinator shall be appointed by the Superintendent to manage and prohibit the harassment of employees, students, and others.

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Inquiries about any of the above laws may also be directed to one or more of the following agencies:

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](mailto:OCR.Chicago@ed.gov)

U.S. Equal Employment Opportunity Commission (EEOC)  
Chicago ROE Office  
JCK Federal Building  
Chicago, IL 60604  
Telephone: (312) 872-9744  
Facsimile: 312-588-1260  
[Info@EEOC.org](mailto:Info@EEOC.org)

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](mailto:IDHR.webmail@Illinois.gov)