

Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available to all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District 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 District remains viewpoint neutral when granting access to school facilities under Board policy 8:30, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to program, 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 sex equity complaint under this policy and request that it be investigated pursuant to Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board of Education's resolution of the complaint to the Regional Superintendent of Schools (pursuant to Section 3-10 of the *School Code*, 105 ILCS 5/3-10) and, thereafter, to the State Superintendent of Education (pursuant to Section 2-3.8 of the *School Code*, 105 ILCS 5/2-3.8)

Making a Complaint, Investigation, and Enforcement

Students are encouraged to report claims or incidents of discriminatory conduct based on a prohibited classification or other civil right to the Nondiscrimination Coordinator, Building Principal, Complaint Manager, or any other District employee. Students may choose to report to a person of the student's same sex. An allegation that a student was a victim of discriminatory conduct prohibited by this policy perpetrated by another student shall be referred to the Building Principal (or directly to the Title IX Coordinator, if the complaint is against the Building Principal) for appropriate actions.

Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined. A student or his/her parent(s)/guardian(s) may file a complaint of discrimination under this policy and request that it be investigated pursuant to Board policy 2:260, *Uniform Grievance Procedure*.

The Superintendent or designee shall develop a system for documenting all reports of incidents of discrimination.

The Superintendent shall appoint a Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator, who also serves as the District's Title IX Coordinator. The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

Nondiscrimination/Title IX Coordinator:

Name	Scott Vance
Address	100 East Knox Street, Morrison, IL. 61270
Telephone	815-772-2064
Email	scott.vance@morrisonsschools.org

Complaint Managers:

Name	Scott Vance
Address	100 East Knox Street, Morrison, IL. 61270
Telephone	815-772-2064
Email	scott.vance@morrisonsschools.org

Name	Connie Royer
Address	100 East Knox Street, Morrison, IL. 61270
Telephone	815-772-2064
Email	connie.royer@morrisonsschools.org

Any District Employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to , suspension and expulsion consistent with the District's students discipline policy (Board Policy 7:190, *Student Behavior*). ANy person making a knowingly false accusation regarding discriminatory conduct will likewise be subject to disciplinary action up to and including discharge with regard to employees, or suspension and expulsion with regard to students.

Retaliation against any person who reports conduct prohibited by this policy or who participates in an investigation of the reported conduct is prohibited. A District employee who is determined to have retaliated against an individual will be subject to disciplinary action up to and including discharge. A student who is determined to have retaliated against an individual will be subject to disciplinary action consistent with the District's student discipline policy (Board Policy 7:190, *Student Behavior*).

When it is found that conduct violation of this policy occurred, the Superintendent or designee shall use interventions, as appropriate, to address and remedy any resulting harm and prevent recurrence. The

interventions available to students may include, but are not limited to, school social work/counseling services, restorative measures, social-emotional skill building, academic support, and community-based support

The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and grievance procedure, such as including it in the appropriate handbooks.

LEGAL REF: 42 U.S.C. § 11431 et seq., McKinney Homeless Assistance Act.
 20 U.S.C. § 11431 et seq., Title IX of the Education Amendments
 Implemented by 34 C.F.R. Part 106.
 29 U.S.C. § 791 et seq., Rehabilitation Act of 1973.
 775 ILCS 35/5, Religious Freedom Restoration Act. Ill. Constitution,
 Art. I §18.
 Good News Club v. Milford Central Schools, 121 S.Ct. 2093 (2001).
 105 ILCS 5/3.25b, 3.25d(b), 10-20.12, 10-22.5, and 27-1.
 775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
 23 Ill. Admin. Code § 1.240 and Part 200.

CROSS REF: 2:260 (Uniform Grievance Procedure), 6:65 (Student Social and
 Emotional Development), 7:20 (Harassment of Students Prohibited),
 7:50 (School Admissions and Student Transfers To and From Non-
 District Schools), 7:60 (Residence), 7:130 (Student Rights and
 Responsibilities), 7:160 (Student Appearance), 7:180 (Prevention and
 Response to Bullying), 7:250 (Student Support Services), 7:330
 (Student Use of Buildings-Equal Access), 7:340 (Student Records),
 8:20 (Community Use of School Facilities)

ADOPTED: March 2018

UPDATED: October 2022