

May 22, 2019

**RESCIND BOARD REPORT 16-0525-PO1  
COMPREHENSIVE NON-DISCRIMINATION, TITLE IX AND SEXUAL HARASSMENT POLICY  
AND ADOPT NEW COMPREHENSIVE NON-DISCRIMINATION,  
HARASSMENT, AND RETALIATION POLICY**

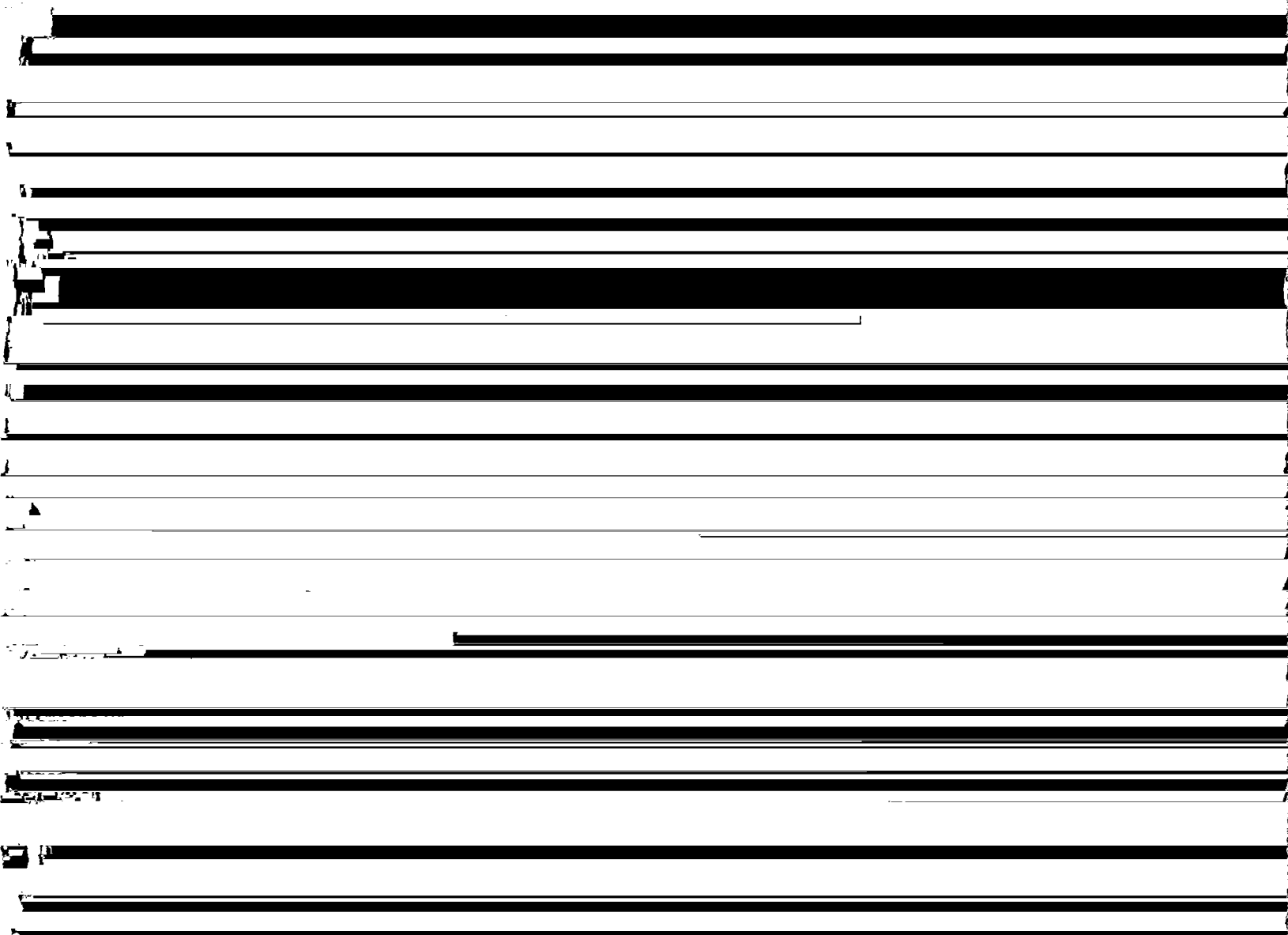
**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the Board rescind Board Report 16-0525-PO1 Comprehensive Non-Discrimination Title IX and Sexual Harassment Policy and adopt a new Comprehensive Non-Discrimination, Harassment, and Retaliation Policy effective September 3, 2019

**I. PURPOSE**

The Board is committed to providing a safe and secure working and learning environment free from Discrimination, Harassment, and Retaliation, as these terms are defined in Section III in this Policy, in any program or activity it conducts. This Policy establishes procedures for the reporting, investigating and resolving complaints of Discrimination, Harassment and/or Retaliation.

It is the policy of the Board to provide reasonable accommodations due to a disability and/or complaints of Discrimination



- E. **Limitations:** Nothing in this Policy is intended nor shall be construed to create a private right of action against the Board or any of its employees. Furthermore, no part of this Policy shall be construed to create contractual or other rights or expectations. Nothing herein is intended to affect the right of any person to file a charge or complaint of Discrimination, Harassment and/or Retaliation with any agency with jurisdiction over such charge or complaint.

III. **DEFINITIONS**

- A. **Discrimination:** Unjust or prejudicial treatment, including harassment and sexual misconduct towards individuals due to the person's real or implied membership in one or

more of the Protected Categories, as defined below in Section III-C

B. **Harassment:** Unwelcome verbal, non-verbal and/or physical conduct that is the

**IV. PROCEDURES**

**A. For inquiries or complaints related to student-to-student Sexual Misconduct, Harassment**

~~and/or Retaliation based on actual or perceived gender or sex (includes gender identity~~

~~gender expression, pregnancy, childbirth, breastfeeding, and pregnancy-related medical~~

- 5 Any Covered Individual to intentionally bring allegations in bad faith, and which the OSP, OIG, EOCO, or ODLSS finds to be false

**B. Discipline:**

- 1 Employees who violate this Policy are subject to disciplinary action

~~2. Students who violate this Policy are subject to disciplinary action pursuant to the~~

Student Code of Conduct, which may be occasionally amended

- 3 Contractors, consultants or vendors who violate this Policy are subject to remedies of law or remedies pursuant to their contract

~~4. Volunteers who violate this Policy are subject to their authorization to serve as~~

volunteer being rescinded


**VI. NOTICE AND TRAINING**

All new employees shall receive information on this Policy within the first 30 days of hire. Annually, the

**LEGAL REFERENCES:** 20 U S C §1681 et seq , 29 U S C §764, 29 U S C §621 et seq , 29 U S C §206 et seq , 42 U S C §1981, 42 U S C §2000a et seq , 42 U S C §2000d et seq , 42 U S C §2000e et seq , 42 U S C §12101 et seq , 775 ILCS 5/7A-102, Chicago Mun Code § 2-160-020 (1990)

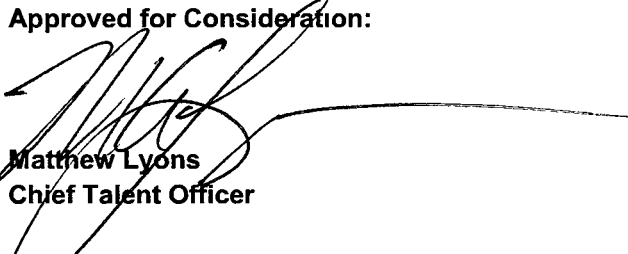
**Approved for Consideration:**

**Respectfully Submitted**

  
LaTanya McDade  
Chief Education Officer

  
Janice K. Jackson  
Chief Executive Officer

**Approved for Consideration:**

  
Matthew Lyons  
Chief Talent Officer

