

General Personnel

Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race, color, creed, religion, national origin, sex, sexual orientation, age, ancestry, marital status, arrest record, military status, order of protection status, unfavorable military discharge, citizenship status provided the individual is authorized to work in the United States, use of lawful products while not at work, being a victim of domestic or sexual violence, or gender violence, genetic information, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation, pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designate caregiver for purposes of the Compassionate Use of Medical Cannabis Pilot Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) 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, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Stephanie DelFiacco

9981 Canterbury Street

Westchester, IL 60154

sdelfiacco@sd925.org

708-450-2700

Complaint Managers:

Stephanie DelFiacco
9981 Canterbury Street
Westchester, IL 60154
sdelfiacco@sd925.org
708-450-2700

Dennis Gress
9981 Canterbury Street
Westchester, IL 60154
dgress@sd925.org
708-450-2700

The Superintendent 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 District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

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.
 Civil Rights Act of 1991, 42 U.S.C. §1981 et seq.,
 Equal Pay Act, 29 U.S.C. §206(d).
 Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. §2000ff et seq.
 Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
 Rehabilitation Act of 1973, 29 U.S.C. §701 et seq.
 Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d et seq.
 Pregnancy Discrimination Act, 42. U.S.C. §2000e(k).
 Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., 34 C.F.R.
 Part 106.
Ill. Constitution, Art. I, §§17, 18, and 19.
 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.
 Compassionate Use of Medical Cannabis Program Act, 410 ILCS 130/40.
 Genetic Information Protection Act, 410 ILCS 513/25.
 Employee Credit Privacy Act, 8820 ILCS 70/.
 Ill. Whistleblower Act, 740 ILCS 174/.
 Ill. Human Rights Act, 775 ILCS 5/1-103, 5/2-102, 103, and 5/6-101.
 Religious Freedom Restoration Act, 775 ILCS 35/5.
 Right to Privacy in the Workplace Act, 820 ILCS 55/10.
 Job Opportunities for Qualified Applicants Act, 820 ILCS 75/.
 Ill. Equal Pay Act of 2003, 820 ILCS 112/.
 Victims' Economic Security and Safety Act, 820 ILCS 180/30.
 Nursing Mothers in the Workplace Act, 820 ILCS 260.
 Uniformed Services Employment and Reemployment Rights Act (1994), 38 U.S.C.
 §4301 et seq.
 Title VII of the Civil Rights Act of 1964; 29 C.F.R. Part 1601, 42 U.S.C. §2000e et seq.

CROSS REF.: 2:260, 2:265, 5:20, 5:30, 5:40, 5:50, 5:70, 5:180, 5:200, 5:250, 5:270, 5:300,
 5:330, 7:10, 7:180 8:70

ADOPTED: September 3, 1998

REVISED: November 12, 2020