

Personnel

General Personnel - Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race, color, religion, creed, national origin, sex, age, ancestry, marital status, arrest record, military status or unfavorable military discharge, citizenship status, use of lawful products while not at work, physical or mental handicap or disability if otherwise able to perform the essential functions of the job with reasonable accommodation.

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 Policy. Initiating a complaint shall not adversely affect the complainant's terms or conditions of employment.

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 Superintendent shall publish and make available at the School Service Center the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

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

Nondiscrimination Coordinator:

Name _____

Address _____

Telephone No. _____

Complaint Managers:

Name _____

Address _____

Telephone No. _____

Minority Recruitment

The District will pursue the recruitment and hiring of 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.

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.
Equal Pay Act, 29 U.S.C. § 206(d).
Ill. Constitution, Art. 1, §§ 17, 18, and 19.
Immigration Reform and Control Act, 8 U.S.C. § 1324a et seq.
Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq.
Title VII of Civil Rights Act, 42 U.S.C. § 2000e et seq., 29 C.F.R. Part 1601 et seq.
Title IX of the Education Amendments, 20 U.S.C. § 1681 et seq., 34 C.F.R. Pt. 106.
820 ILCS 105/1 et seq. [Ill. Rev. Stat. ch. 48, ¶ 1001 et seq.].
775 ILCS 5/1-103 and 5/2-102.
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 [Ill. Rev. Stat. ch. 122, ¶¶ 10-20.7, 10-20.7a, 10-21.1, 10-22.4, 10-23.5, 22-19, 24-4, 24-4.1, and 24-7].
23 Ill. Admin. Code § 1.230.

CROSS REF.: 2.260 (uniform grievance procedure), 5.20, 8.70

Adopted: October 11, 1995
Amended: February 25, 2004