

**NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY**

~~The Board of Education does not discriminate on the basis of race, color, religion, religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information, or any other legally protected characteristic.~~ **The Board of Education does not discriminate on the basis of the Protected Classes or race, color, national origin, sex, sexual orientation (including transgender status, change of sex or gender identity), disability, age, religion, religious affiliation, military status, ancestry, genetic information (collectively, “Protected Classes”), or any other legally protected category,** in its programs and activities, including employment opportunities.

~~The Superintendent shall appoint a compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any inquiries or complaints are dealt with promptly in accordance with law. S/He shall also ensure that proper notice of nondiscrimination for Title II, Title VI, and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act and the Age Discrimination in Employment Act is provided to staff members and the general public.~~ **The Superintendent shall appoint and publicize the name of the compliance officer(s) who is/are responsible for coordinating the District’s efforts to comply with applicable Federal and State laws and regulations, including the District’s duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) shall also verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination in Employment Act is provided to staff members and the general public. Any sections of the District’s collectively-bargained, negotiated agreements dealing with hiring, promotion, and tenure need to contain a statement of nondiscrimination similar to that in the Board’s statement above. In addition, any gender-specific terms should be eliminated from such contracts.**

**BOARD OF EDUCATION  
GENEVA COMMUNITY UNIT  
SCHOOL DISTRICT #304**

SUPPORT STAFF  
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105 ILCS 5/24-4  
23 Ill. Admin. Code 200  
~~42 U.S.C. 1981 etc.~~  
42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act  
42 U.S.C. 2000e, et seq., Civil Rights Act of 1964  
42 U.S.C. 12112, Americans with Disabilities Act of 1990  
29 U.S.C. 701 et seq., Rehabilitation Act of 1973  
20 U.S.C. 1681 et seq. Title IX  
~~42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990~~  
~~29 U.S.C. 623 et seq., Age Discrimination in Employment Act of 1967~~  
~~U.S. Constitution, XIV Amendment~~  
29 C.F.R. Part 1635  
**775 ILCS 5/1-101 et seq.**

Adopted 6/26/06  
Amended 2/14/2011  
To Policy Committee ~~1/27~~ 2/3/2014 Revised Collins  
To Board 1<sup>st</sup> Reading 2/10/2014; 2<sup>nd</sup> Reading 2/24/2014