



GENEVA COMMUNITY UNIT SCHOOL DISTRICT 304
FROM THE OFFICE OF HUMAN RESOURCES

TO: Board of Education Policy Committee

FROM: Craig Collins

RE: Policy Change Recommendations

DATE: February 19, 2015

I recommend that the following policies be revised by the District 304 Policy Committee and forwarded to the Board of Education for adoption:

1. Anti-Harassment

Policy 1162 Revised - Administration
Policy 3362 Revised- Professional Staff
Policy 4362 Revised – Support Staff
Policy 5517 Revised - Students

NEOLA of Illinois has made numerous policy revision recommendations over the past several years regarding Anti-Harassment. In an effort to make the policies more readable, the attached policies reflect all of recommended changes. Major revisions include:

- Language concerning transgender status, change of sex, or gender identity has been added
- Adding a section defining “harassment”
- Updating language defining “sexual harassment”
- The addition of a section entitled “Boundary Invasions” which provides examples of inappropriate boundary invasions
- The policy has been revised to incorporate into policy the full complaint and investigative process
- The identification of Anti-Harassment Compliance Officers in the policy
- Adding a section entitled “Privacy/Confidentiality”
- Adding a section entitled “Retaliation/Reprisal”
- Adding a section entitled “Allegations Constituting Criminal Behavior”

These revisions reflect the requirements of the Office of Civil Rights and reflect the current state of the law and should be adopted to maintain accurate policies.