



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

TO: Board of Education
FROM: Craig Collins
RE: Policy Change Recommendations
DATE: February 6, 2014

The following policies have been reviewed by the District #304 Policy Committee and come now to the Board of Education for review and comment.

1. Nondiscrimination and Equal Employment Opportunity

Policy 1422 New
Policy 3122 Revised
Policy 4122 Revised

Revisions to these policies are in response to Equal Employment Opportunity Commission (EEOC) rules regarding Protected Class status.

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

2. Nondiscrimination and Equal Employment Opportunity

Policy 1522 Delete

The content of this policy has been revised and renumbered. See Policy 1422.

3. Nondiscrimination Based on Genetic Information of the Employee

Policy 1422.02 New
Policy 3122.02 Revised
Policy 4122.02 Revised

Language has been added to these policies as a result of the recent release of regulations by the Equal Employment Opportunity Commission regarding the Genetic Information Nondiscrimination Act (GINA). The definition of genetic information and the requirements for the “safe harbor” provision are included.

4. Child Abuse and Neglect

Policy 8462 Revised

This policy is being revised to include language from Public Act 97-711 regarding who is required to report if reasonable cause to suspect child abuse or neglect is present.

This policy is also being revised to add the training requirement for all mandated reporters that goes into effect on July 1, 2014.

Finally, this policy is being revised to clarify the reporting requirements of Board members.

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

5. Public Complaints and Grievances

Policy 9130 Revised

This policy is also being revised to clarify the time parameters for the Board to respond to a claimant following a Level 4 Board hearing.

This policy is also being revised to identify the specific complaint process in the event the complaint pertains to an attendance determination under McKinney-Vento, which requires special procedures in the event a homeless student is denied access as a resident.

Finally, this policy is being revised to ensure that students and parents are informed each year regarding their right to inspect instructional materials.

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