



**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: April 23, 2015

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The following policies were presented to the Board on February 23, 2015:

**1. Anti-Harassment**

Policy 1662 Revised - Administration  
Policy 3362 Revised- Professional Staff  
Policy 4362 Revised – Support Staff  
Policy 5517 Revised - Students

Based on feedback from Board members at the Policy Committee on February 23, 2015, and after further administrative review, I will review on April 27 additional revisions to these policies. Should these recommendations be acceptable to the Board, these policies will be forwarded to the full Board of Education for adoption.

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

**2. Nondiscrimination and Equal Employment Opportunity**

Policy 1422 Revised - Administration  
Policy 3122 Revised- Professional Staff  
Policy 4122 Revised – Support Staff

These policies were last revised in the spring of 2014, expanding the definition of “Protected Class” to be consistent with recent rulings by courts, Office of Civil Rights, and the Equal Employment Opportunity Commission. Further rulings have called for the complaint procedure to be included in the policy itself.

These revisions reflect specific provisions that the Office of Civil Rights will expect to find in District policies during an investigation of a complaint or at the time of an audit.

**3. Section 504/ADA Prohibition Against Disability Discrimination in Employment**

Policy 1623 Revised – Administration

Policy 3123 Revised – Professional Staff

Policy 4123 Revised – Support Staff

In accordance with policy revisions regarding nondiscrimination and anti-harassment issues, similar revisions have been made to these policies. The complaint procedure has been added to these policies.

These revisions reflect specific provisions that the Office of Civil Rights will expect to find in District policies during an investigation of a complaint or at the time of an audit.

**4. Nondiscrimination and Access to Equal Educational Opportunity**

Policy 2260 – Revised

This policy was last revised in the spring of 2014, expanding the definition of “Protected Class” to be consistent with recent rulings by courts, Office of Civil Rights, and the Equal Employment Opportunity Commission. Further rulings have called for the complaint procedure to be included in the policy itself.

These revisions reflect specific provisions that the Office of Civil Rights will expect to find in District policies during an investigation of a complaint or at the time of an audit.

**5. Section 504/ADA Prohibition against Discrimination Based on Disability**

Policy 2260.01 Revised

In accordance with policy revisions regarding nondiscrimination and anti-harassment issues, similar revisions have been made to these policies. The complaint procedure has been added to these policies.

These revisions reflect specific provisions that the Office of Civil Rights will expect to find in District policies during an investigation of a complaint or at the time of an audit.