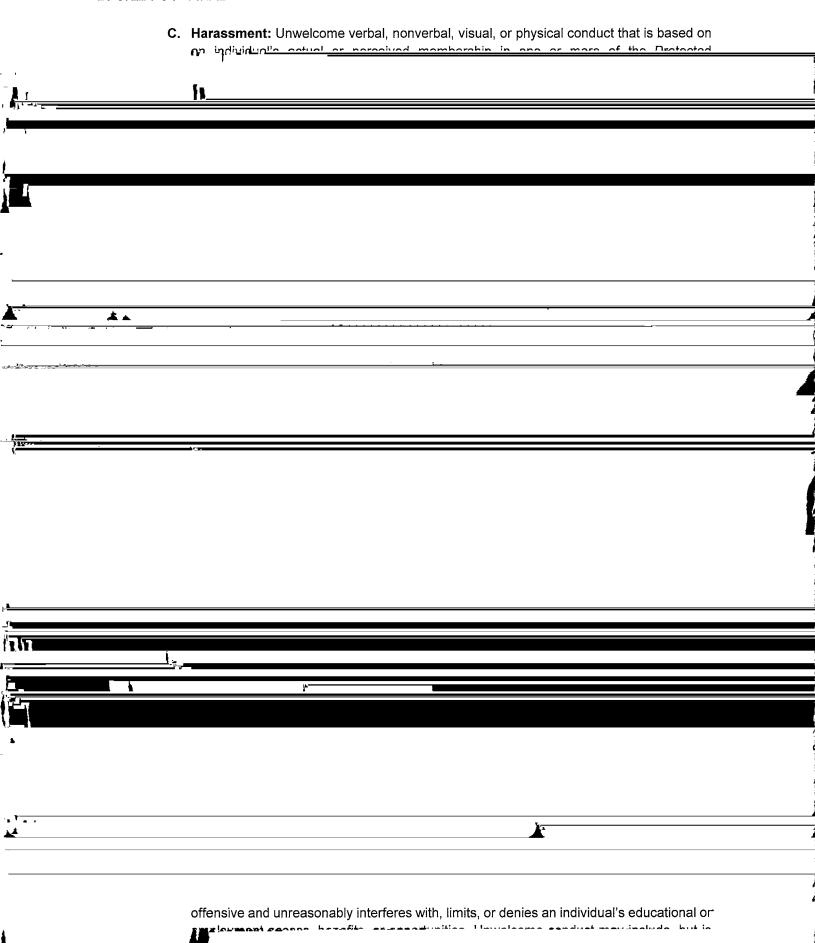
July 22, 2020

RESCIND BOARD REPORT 19-0522-PO1 COMPREHENSIVE NON-DISCRIMINATION, HARASSMENT, AND RETALIATION POLICY AND ADOPT AN INTERIM NEW COMPREHENSIVE NON-DISCRIMINATION, HARASSMENT, SEYLIAL HARASSMENT_SEYLIAL MISCONDILICT AND RETALIATION POLICY

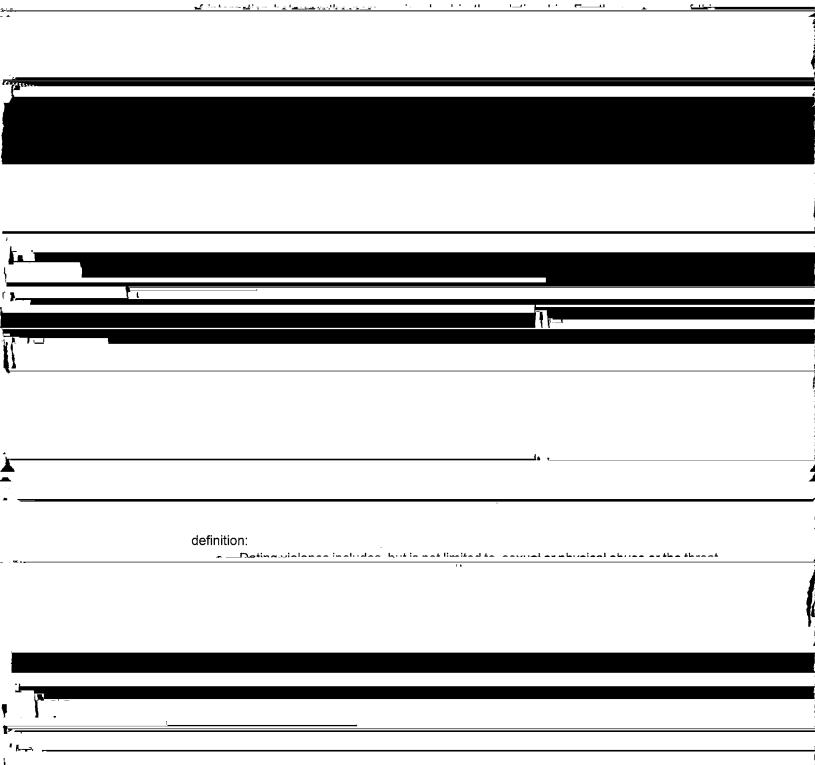
	THE CHIEF EXECUTIVE OFFICER RECOMMENDS:		
	That the Chicago Board of Education ("Decard" Lessiand Board Board 40 0522 BO1 Com	enrahanaiya Man	
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Discrimination, Harassment, and Retaliation Policy and adopt on an Interim Basis a New Comprehensive Non-Discrimination, Harassment, Sexual Harassment, Sexual Misconduct and Retaliation Policy effective August 14, 2020. This Policy is being submitted as an Interim Policy to ensure that the District is in compliance with the new United States' Department of Education's Title IX regulations, effective August

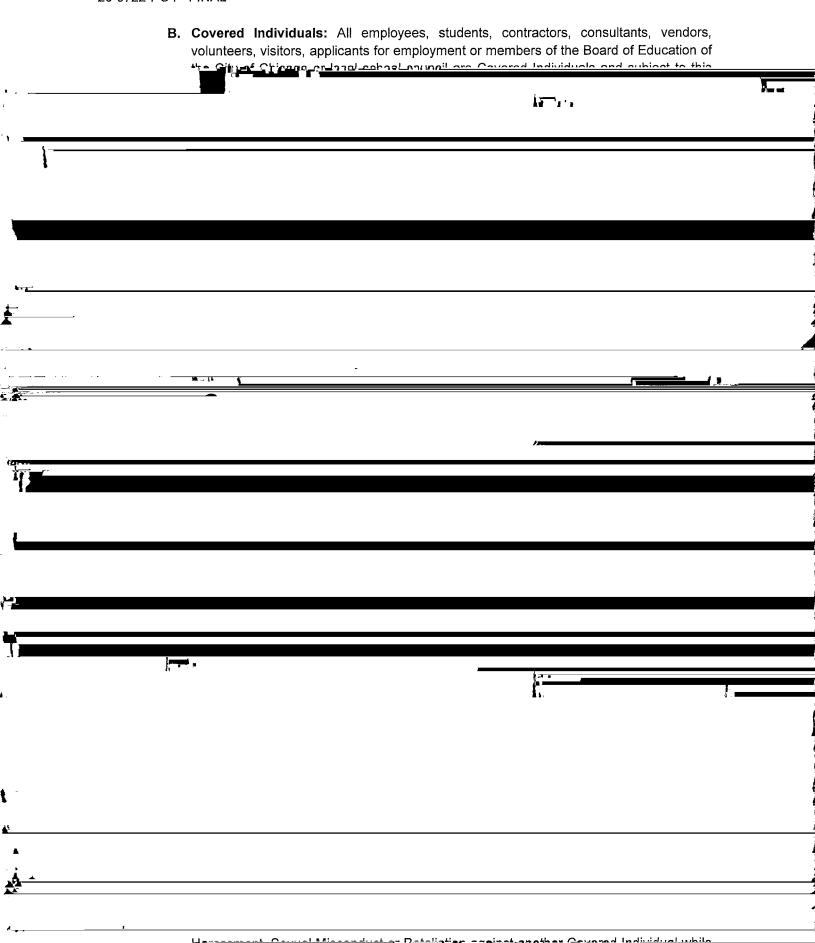
20-0722-PO1 FINAL



- Statutory Rape Nonforcible sexual intercourse with a person who is under the statutory age of consent of 17 years old (or 18 years old when the perpetrator is in a position of trust or authority, such as a teacher or coach).
- (4) "dating violence," defined as: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on the complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency



	Harassment, Sexual Harassment or Sexual Miscon-	duct under this Policy, whether
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i	action can include, discipline or denial of access to a s	ervice or benefit. For purposes of
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III. REPORTING AND INVESTIGATING DISCRIMINATION, HARASSMENT, SEXUAL

HARASSMENT. SEXUAL MISCONDUCT OR RETALIATION All Covered Individual adults must report Sexual Harassment to the District's Title IX Coordinator. A Covered Individual adult's failure to report violations of this Policy is subject to D. Equal Opportunity Compliance Office (EOCO)

110 N. Paulina Street Chicago, IL 60612 Phone: 773-553-1013

- For inquiries or complaints related to Covered Individual adult complainants regarding Discrimination, Harassment, Sexual Harassment, Sexual Misconduct and Retaliation based on Protected Categories.
- Refer to the EOCO Procedure Manual (Click Here)
- E. File an incident report in Aspen
 Consult the Investigations Unit of the Law Department for assistance at

• For inquiries or complaints related to adult-to-student Discrimination, Harassment and/or Retaliation based on Protected Categories other than gender, sex or disability.

In compliance with the Board's Policy on Reporting of Child Abuse, Neglect and Inappropriate Relations Between Adults and Students, Board Report: 18-0627-PO3A, all school personnel are mandated reporters who are required to immediately call the DCFS Hotline at 1-800-252-2873 (1-800-25-ABUSE) when there is reasonable cause to believe that a child known to the reporter in the reporter's official capacity may have been abused or neglected, as well as any interactions or behaviors which suggest that an adult has or had an inappropriately intimate relationship with a

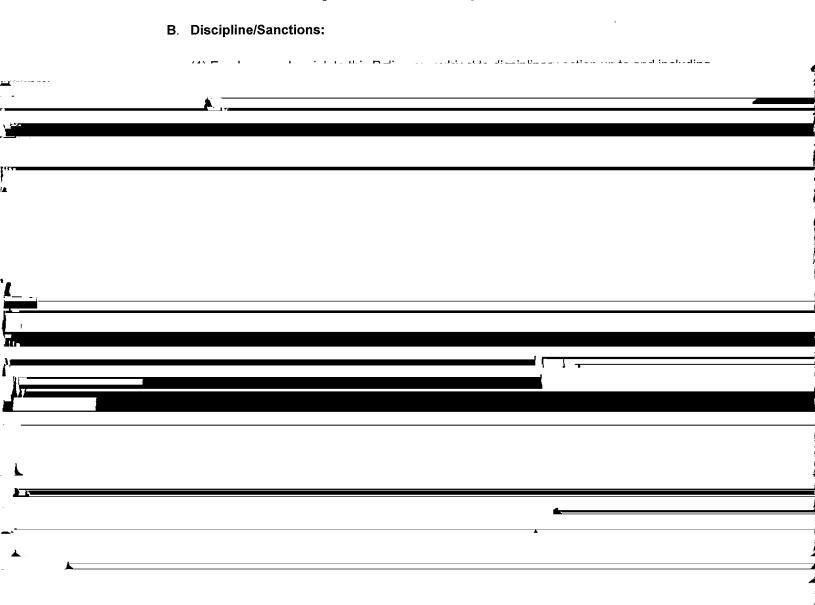
sex abuse is occurring or has occurred.

	B. All complaints of sex or gender-Based Discrimination, Harassment, Sexual Harassment,
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	and investinated using the procedures outlined in the OSP Procedures Manual (Click.
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	C. The Title IX Officer at all times reports directly to the Board's Chief Executive Officer, must
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V. VIOLATIONS AND DISCIPLINE/SANCTIONS

termination.

- A. Violations: It is a violation of this Policy for:
 - (1) Any Covered Individuals to engage in Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, or Retaliation;
 - (2) A Covered Individual adult to intentionally ignore conduct of which they are aware or happens in their presence. An adult intentionally ignores conduct by failing to report that conduct pursuant to Section III of this policy.
 - (3) Any employee, contractor, consultant or vendor to fail to report Discrimination, Harassment, Sexual Harassment, Sexual Misconduct or Retaliation;
 - (4) Any Covered Individual adult to refuse to cooperate, participate and/or provide truthful information in an investigation conducted in compliance with this Policy; and
 - (5) Any Covered Individual to knowingly report false allegations and/or knowingly provide false information during the course of an investigation.



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		and Retaliation will be posted in a prominent location at ach Central Office location and on the District's website.
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	areas throughout the District incl	uding at every District school, Network Office, and Central
	2	uding at every District school, Network Office, and Central

	Approved for Consideration:	Approved:
	LaTanya D. McDade Chief Education Officer	Janice K. Jackson Chief Executive Officer
	Approved for Consideration:	Approved as to Legal Form:
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