

**Nondiscrimination Commitment**

Kankakee School District 111 is committed to a policy of nondiscrimination and equal opportunity in its education programs and activities and employment. The District complies with all laws and applicable regulations that prohibit discrimination, harassment, and retaliation by and in the District, including the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. § 2000d *et seq.*
5. Title VII of the Civil Rights Act, 42 U.S.C. § 2000e *et seq.*
6. The Age Discrimination in Employment Act of 1967
7. The State Officials and Employees Ethics Act
8. The Illinois Human Rights Act
9. Sections 10-22.5, 27-1, and 20.60 of the School Code and 23 Illinois Administrative Code Part 200
10. Victims’ Economic Security and Safety Act, 820 ILCS 108/
11. Illinois Equal Pay Act of 2003, 820 ILCS 112/
12. Illinois Genetic Information Privacy Act (GINA), 410 ILCS 513/ and Title II of the Genetic Information Nondiscrimination Act (GINA), 42 U.S.C. § 2000ff *et seq.*
13. Employee Credit Privacy Act, 820 ILCS 70/

The District will use the grievance procedures in Board of Education Policies 2:260 (*Uniform Grievance Procedure*) and 2:265 (*Title IX Sexual Harassment Grievance Procedure*) to process complaints based on alleged violations of law or Board policy.

No student, parent/guardian, employee, or other member of the District community will be subjected to retaliation as prohibited under any law or Board policy, including those laws identified above. Retaliation is an adverse act imposed because a person has asserted a right or participated in a process involving the assertion of a right, including reporting a violation of law or Board policy or participating in the grievance processes used to process complaints based on alleged violations of law or Board policy.

Any person who believes any student, employee, or third party or the District generally has engaged in conduct prohibited by the laws cited above or Board policy, including discrimination, harassment, or retaliation, or who has inquiries about the application of the laws cited above or Board policy should contact a District Nondiscrimination/Title IX Coordinator, Nondiscrimination Coordinator, or Complaint Manager using the contact information below:

<p><b>Nondiscrimination/Title IX Coordinator</b>  <b>Ms. Shemeka Fountain</b>                  Assistant Superintendent for Human Resources                  240 Warren Avenue</p>	<p><b>Deputy Nondiscrimination/Deputy Title IX Coordinator</b>                  Mrs. Barnetta Harris                  Assistant Principal at Kennedy Middle School</p>	<p><b>Deputy Nondiscrimination/Deputy Title IX Coordinator</b>                  Mr. Cale Kuester                  Principal                  Edison Primary School                  1991 E Maple Street</p>
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**Website Language for Client Review  
Attorney Client Privileged/Confidential**

Kankakee, Illinois 60901 <a href="mailto:Shemeka-fountain@ksd111.org">Shemeka-fountain@ksd111.org</a> 1-815-802-7712	1550 West Calista Street Kankakee, Illinois 60901 <a href="mailto:Barnetta-harris@ksd111.org">Barnetta-harris@ksd111.org</a> 1-815-802-4005*	Kankakee, Illinois 60901 <a href="mailto:Cale-Kuester@ksd111.org">Cale-Kuester@ksd111.org</a> 1-815-802-7807
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\*The Deputies along with the building administrator will conduct investigations, when necessary.

The following agencies may also be able to answer inquiries about some of the laws cited above:

U.S. Department of Education Office for Civil Rights (OCR) Chicago Office JCK Federal Building 230 S. Dearborn Street, 37th Floor Chicago, IL 60604 Telephone: (312) 730-1560 Facsimile: (312) 730-1576 Email: <a href="mailto:OCR.Chicago@ed.gov">OCR.Chicago@ed.gov</a>  See <a href="http://www.ed.gov/ocr">www.ed.gov/ocr</a>	U.S. Equal Employment Opportunity Commission (EEOC) Chicago District Office JCK Federal Building Chicago, IL 60604 Telephone: (312) 872-9744 Facsimile: 312-588-1260 <a href="mailto:Info@EEOC.org">Info@EEOC.org</a>  See <a href="http://www.eeoc.gov">www.eeoc.gov</a>	Illinois Department of Human Rights (IDHR) Springfield Office 535 West Jefferson 1 <sup>st</sup> Floor Intake Unit Springfield, IL 62702 Telephone: (217) 785-5100 Facsimile: (217) 785-5106 Email: <a href="mailto:IDHR.webmail@Illinois.gov">IDHR.webmail@Illinois.gov</a>  See <a href="http://www2.illinois.gov/DHR">www2.illinois.gov/DHR</a>
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More information on the Board policies prohibiting discrimination, harassment, and retaliation can be found in Board policy, including, for example, Board policies 5:10 (*Equal Employment Opportunity and Minority Recruitment*), 5:20 (*Workplace Harassment Prohibited*), 7:10 (*Equal Educational Opportunities*), 7:20 (*Harassment of Students Prohibited*); 7:180 (*Prevention of and Response to Bullying, Intimidation, and Harassment*) More information about how to report discrimination, harassment, or retaliation can be found in Board policies 2:260 (*Uniform Grievance Procedure*) and 2:265 (*Title IX Sexual Harassment Grievance Procedure*). The Board’s policy handbook is available online at: <https://www.ksd111.org/Page/144>

**Training Materials to Train Title IX Team Members**

The following materials have been used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process (the District’s Title IX Team members):

[Training Materials Used to Train Title IX Team Members](#)