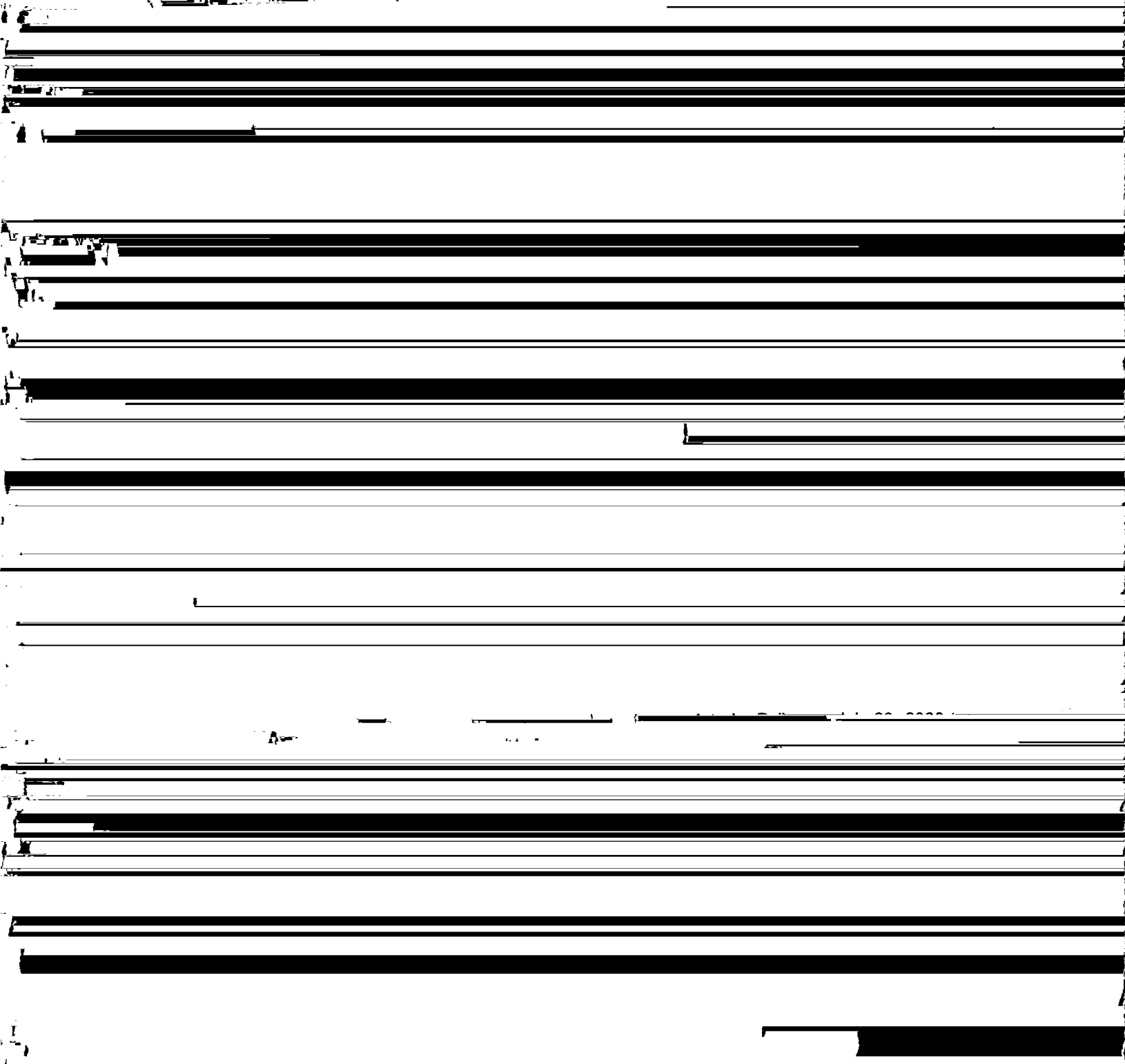


September 23, 2020

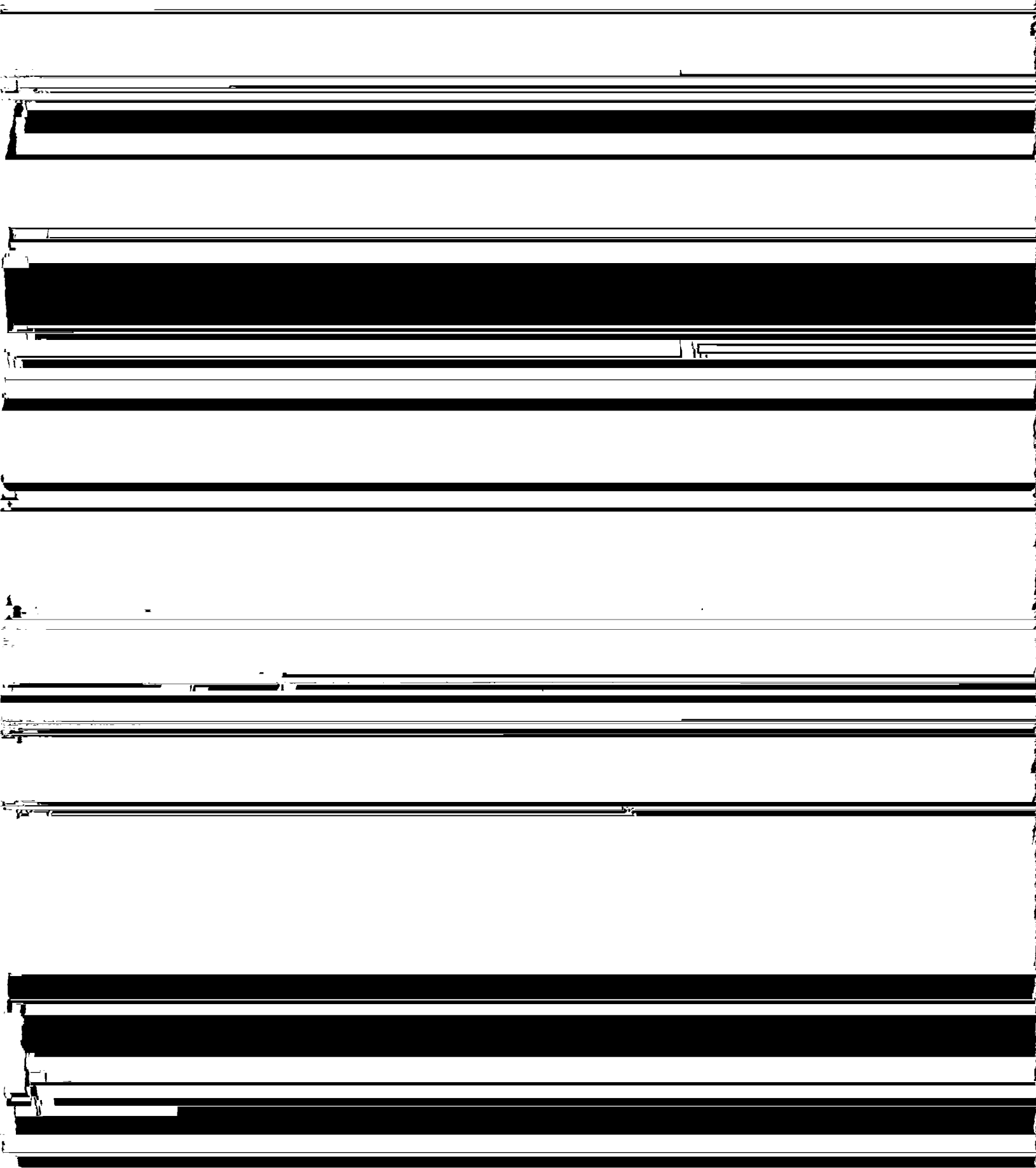
**ADOPT AN INTERIM FINAL NEW COMPREHENSIVE NON-DISCRIMINATION, HARASSMENT,
SEXUAL HARASSMENT, SEXUAL MISCONDUCT AND RETALIATION POLICY**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education ("Board") adopt on an Interim Final Basis a New Comprehensive
Sexual Harassment, Sexual Misconduct and Retaliation Policy effective



offensive and unreasonably interferes with, limits, or denies an individual's educational or



(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 of interaction between the persons involved in the relationship. For the purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Dating violence does not include acts covered under the definition of domestic

violence.

action can include, discipline or denial of access to a service or benefit. For purposes of
Title IX, intimidation through coercion or discrimination, including charges against an

individual for code of conduct violations that do not involve sex discrimination or sexual

violations, or conduct in violation of sexual harassment, for the purpose of

B. Covered Individuals: All employees, students, contractors, consultants, vendors, volunteers, visitors, applicants for employment or members of the Board of Education of

the City of Chicago or local school council are Covered Individuals and subject to this Policy. Covered Individuals must not engage in any Discrimination, Harassment, Sexual Harassment, Sexual Misconduct or Retaliation against another Covered Individual while employed, working for, attending school or participating in district programs or activities. Covered Individuals must not be subjected to any Discrimination, Harassment, Sexual Misconduct or Retaliation by another Covered Individual while employed, working for

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HARASSMENT, SEXUAL MISCONDUCT OR RETALIATION

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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

773-553-2120

- 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 (1-800-252-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

Board of Education of the District of Columbia, Department of Education, Social Services

Sexual Misconduct, or Retaliation will be coordinated by the District's Chief Title IX Officer and investigated using the procedures outlined in the OSP Procedures Manual ([Click Here](#)).

- C. The Title IX Officer at all times reports directly to the Board's Chief Executive Officer, must inform the CEO and the Board of the steps being taken to coordinate the Board's efforts to comply with and carry out its responsibilities under this Policy and Title IX, and make recommendations to the CEO to improve and enhance such efforts.
- D. In compliance with Title IX, the Title IX Officer on an annual and on-going basis shall

notify the shareholders listed below in print, electronic or other means of (1)

V. VIOLATIONS AND DISCIPLINE/SANCTIONS

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 know is in their presence. An adult intentionally ignores conduct by failing to report that

conduct pursuant to Section III of this policy.

(2) Any employee, contractor, consultant, or vendor to fail to report Discrimination

(2) Each school must maintain copies of this Policy in its Main Office and annually the Principal should advise all Covered Individuals, including students, who attend, work for, or provide services to their school about this Policy.

(3) Notice to Covered Individuals regarding prohibited Discrimination, Harassment, Sexual Harassment, and Retaliation will be posted in a prominent location at

all schools, Network offices, in each Central Office location and on the District's website.

(4) The District's Non-Discrimination Statement ([Click Here](#)) will be posted in common areas throughout the District, including at every District school, Network Office, and Central Office, on the District's website, and on every District school webpage.

LEGAL REFERENCES: