

PLEASE PRINT AND KEEP A COPY OF THIS POLICY FOR YOUR RECORDS

**EVANSTON TOWNSHIP HIGH SCHOOL
DISCRIMINATION AND HARASSMENT POLICIES**

Introduction

Evanston Township High School District 202 is committed to the maintaining a learning and work environment in which all people who participate in school programs and activities can do so in an atmosphere free from all forms of discrimination and harassment. The school district does not condone or tolerate any form of discrimination, harassment, sexual harassment, sexual violence, or bullying involving students, staff, or any member of the school community, including interns, substitutes, temporary staff, coaches and extracurricular sponsors, contractors, vendors, parents, and volunteers. Inappropriate conduct will not be tolerated whether the conduct takes place during school hours or after school hours. This includes conduct that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation.

Evanston Township High School recognizes its responsibility to stop, remediate, and prevent all forms of bullying, harassment and discrimination on the basis of color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy, or any other protected group status as required by Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 504 and 508 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and ADA Amendments Act, the Age Discrimination Act of 1975, the Violence Against Women Reauthorization Act and Illinois State's Law Against Discrimination, and their implementing regulations.

The District 202 Board of Education adopted [Board Policy Section 5 - Personnel 5:20, Board Policy Section 7 - Students 7:10; 7:180; 7:185; 7:20 and Board Policy Section 5 - Personnel 5:20](#) along with specific procedures and guidelines to prohibit discrimination against and bullying and harassment of members of these protected classes. Board policy applies to all forms of prohibited conduct, and addresses acts committed by a person of any sex assigned at birth/gender identity against a person of any or the same sex assigned at birth/gender identity.

ETHS will take appropriate action to prevent and correct behavior that violates Board policy. If necessary, the school district will also take disciplinary action against employees and students. Employees who violate Board policy will be subject to such actions as oral or written reprimand, professional counseling, suspension and/or termination. Disciplinary actions for students who violate Board policy include a conference, suspension and/or expulsion on a case-by-case basis.

It is the responsibility of every employee, supervisor and administrator to understand all forms of prohibited conduct listed in Board policy, recognize when these acts occur, and take necessary action to ensure that any incidents they are aware of are addressed swiftly, fairly, and effectively. The school district prohibits retaliation against an individual who reports an incident in good faith or cooperates with an investigation of a reported incident.