

General Personnel

Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race, color, religion, creed, national origin, sex, sexual orientation, age, ancestry, marital status, arrest record, military status or unfavorable military discharge, citizenship status, provided the individual is authorized to work in the United States, use of lawful products while not at work, being a victim of domestic or sexual violence, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation, and other legally protected categories.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated against because he or she initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Name	<u>Rick Rettberg</u>
Address	<u>3202 N. Wisconsin Ave</u> <u>Peoria, IL 61603</u>
Telephone No.	<u>(309) 672-6770</u>

Complaint Managers:

Name	<u>Geralyn Hammer</u>	<u>Rick Rettberg</u>
Address	<u>3202 N. Wisconsin Ave.</u> <u>Peoria, IL 61603</u>	<u>3202 N. Wisconsin Ave.</u> <u>Peoria, IL. 61603</u>
Telephone No.	<u>(309) 672-6770</u>	<u>(309) 672-6770</u>

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however,

does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.(1)

LEGAL REF.: Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq.
Americans With Disabilities Act, Title I, 42 U.S.C. § 12111 et seq.
Equal Pay Act, 29 U.S.C. § 206(d).
Immigration Reform and Control Act, 8 U.S.C. § 1324a et seq.
Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq.
Title VII of Civil Rights Act, 42 U.S.C. § 2000e et seq., 29 C.F.R. Part 1601.
Title IX of the Education Amendments, 20 U.S.C. § 1681 et seq., 34 C.F.R. Part 106.
Ill. Constitution, Art. 1, §§ 17, 18, and 19.
Equal Pay Act of 2003, P.A. 93-0006.
Religious Freedom Restoration Act, 775 ILCS 35/5.
Victims' Economic Security and Safety Act, P.A. 93-591.
105 ILCS 5/10-20.7, 5/10-20.7a, 5/10-21.1, 5/10-22.4, 5/10-23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.
775 ILCS 5/1-103 and 5/2-102.
820 ILCS 105/1 et seq.
23 Ill. Admin. Code § 1.230.

(1)The Illinois Human Rights Act, 775ILCS 5/1-101.1 states that it shall not be construed as requiring any employer to give preferential treatment or special rights based on sexual orientation or to implement affirmative action policies or programs based on sexual orientation.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Sexual Harassment), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED: July 18, 2005

REVISED: February 6, 2006

UPDATED: January 2, 2013

January 25, 2016