

COMPREHENSIVE NON-DISCRIMINATION, HARASSMENT, AND RETALIATION POLICY

**Chicago Board of Education Meeting
May 22, 2019**



Current Policy Adopted May 25, 2016

- Predates Office of Student Protections & Title IX
- Based On Rescinded Obama Era Title IX Guidance
- Predates Office for Civil Rights Systemic Investigation
- Does Not Address Complaints Re: All Forms of Discrimination

Key Substantive Changes

Current Policy does not define critical terms and is less inclusive than CPS' values

- Revised policy clearly defines discrimination, harassment, retaliation, and protected categories
- Goes beyond federal law to include sexual orientation, immigration status, domestic partner status, and gender identity/perception/expression

Key Procedural Changes

- **Current Policy includes the procedures for reporting and responding to discrimination complaints**
- **Equal Opportunity Compliance Office (EOCO) is responsible for addressing all forms of discrimination covered by the policy**

- Revised Policy clearly directs students, staff, and parents to the office that actually handles the issue (*e.g.*, OSP/OIG, EOCO)
- Revised Policy allows responsible departments to publish Procedural Manuals with detailed information and processes for addressing discrimination complaints

Develop and Implement Training

- **Training Timeline**
 - **Summer 2019:**
 - **Central Office**
 - **Network Chiefs**
 - **Principals**
 - **August/September 2019:**
 - **Teachers**
 - **All remaining staff**
- **The policy will be implemented at the start of the school year**