

**General Personnel – Equal Employment Opportunity  
and Minority Recruitment**

The Board shall maintain an effective recruitment program designed to attract, secure, and hold the highest qualified personnel for all positions. The recruitment program shall be based upon alertness to candidates who will devote themselves to the education and welfare of the children attending the District's schools.

The District shall provide equal employment opportunities to all persons regardless of their race, color, creed, religion, 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. 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. Contact the District Office for the names, addresses, and telephone numbers of the District's current nondiscrimination coordinator and complaint managers.

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 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.

Current Staff

Staff currently employed by the District are encouraged to apply for newly created or vacated positions with the District.

When 2 or more applicants are equally qualified for a position and one of these is a current staff member of the District, priority shall be given to the District employee.

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.  
Civil Rights Act of 1991, 29 U.S.C. §§621 et seq., 42 U.S.C. §1981 et seq., §2000e et seq., and §12101 et seq.  
Equal Employment Opportunities Act (Title VII of the Civil Rights Act of 1964), 42 U.S.C. 2000e et seq., 29 C.F.R. Part 1601.  
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 VI of the Civil Rights Act of 1964, 42 U.S. C. §2000d et seq.  
Title IX of the Education Amendments, 20 U.S.C. §1681 et seq., 34 C.F.R. Part 106.  
Uniformed Services Employment and Re-employment Rights Act (1994), 38 U.S.C. §§4301 et seq.  
Ill. Constitution, Art. I, §§17, 18, and 19.  
Ill. Equal Pay Act of 2003, 820 ILCS 112/1 et seq.  
Religious Freedom Restoration Act, 775 ILCS 35/5.  
Victim's Economic Security and Safety Act, 820 ILCS 180/30.  
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.  
23 Ill. Admin. Code §1.230

CROSS REF.: 2.260, 5.20, 5.30, 5.40, 5.70, 5.180, 5.250, 5.270, 5.330, 7.10, 8.70

ADMIN. PROC.: