

# Discrimination

What is it?

What can I  
do about it?



TOWNSHIP HIGH SCHOOL DISTRICT 211

UNITED STATES DEPARTMENT OF EDUCATION  
BLUE RIBBON SCHOOLS OF EXCELLENCE

 If you require assistance while visiting a District 211 school, please contact the principal's office.

For individuals who are deaf or hard of hearing, please access the following TTD/TTY telephone number: (847) 755-6654.

## Why this brochure?

Students and staff have a right to learn and work in an environment in which all are respected and valued. Such an environment is free of all forms of harassment and discrimination due to race, sex, religion, ethnicity, national origin or disability.

This brochure has been prepared to increase awareness and understanding of discrimination. Please take a few minutes to read it. The schools can be kept free of discriminatory behavior if everyone works together.

## What are your rights and responsibilities?

It is the responsibility of each administrator, teacher, support service person and student to respect everyone. People have different family characteristics and come from a variety of racial, ethnic, religious and socio-economic groups. It is the policy of District 211 to prohibit discrimination. It is your right to be treated fairly. Any student who violates the policy may be suspended or face consequences up to and including expulsion.

## Violations

It is a violation of this policy for any student or staff member to:

1. Make stereotypical or demeaning remarks. Such remarks include name calling, racial slurs or "jokes" pertaining to one's race, sex, sexual orientation, religion, national origin or disability.
2. Display or circulate written or visual materials, including electronic materials, for which the language or conduct:
  - a. results in a substantial interruption of school or school activities or

- b. creates a hostile, intimidating or offensive environment that interferes with or disrupts any student's right to fully participate in school or activities.
3. Deface school property or materials with the intent to demean.
4. Damage, deface or destroy the private property of an individual.
5. Make threats which harass or intimidate another person.
6. Physically threaten or harm someone.

Any discriminatory conduct or communication shall be considered a violation – whether such conduct occurs on school grounds, at school events or on the school bus. The conduct may include in-person contact, written communication or any form of electronic transmission or communication. Depending on the incident, violators can be suspended from school or face expulsion.

## What can I do if I am discriminated against?

**Complaints:** Students who believe they have been the object of harassment or discriminatory behavior may report their complaints in the following manner:

- Directly tell the alleged harasser to stop the offensive behavior.
- Notify a teacher, counselor or administrator.
- Notify the designated Title IX/ ADA coordinator in your school.

The staff member will report the incident to the affected student's assistant principal.

**Time Limits:** Questions or complaints should be raised within seven (7) days of the harassment. This will ensure that the facts are clear and witnesses are available.

School personnel must report infractions to an assistant principal as soon as possible.

***Administrative Investigation:*** Upon receiving a complaint, the Title IX/ADA coordinator will promptly review the incident. If the assistant principal determines that an investigation is necessary, one will take place promptly. Interviews with the student, the alleged offender and any witness will be included in the investigation. The accused student will have ample opportunity to provide information. The investigation will remain confidential.

***Penalties:*** If the assistant principal determines that a student has violated this policy, the following penalties will be instituted:

**First Offense** — First-time violators may be suspended from school. Also, a parent conference will be held.

**Subsequent Offenses** — A second violation may constitute gross misconduct.

**Gross Misconduct** — Offending students may be indefinitely suspended, pending a conference with the principal. After review, a recommendation for expulsion may be made to the Board of Education.

## **What will happen if I report discrimination?**

Reporting a complaint or giving testimony will not adversely affect a student's education, grades or record. However, a student or witness found to be intentionally dishonest or malicious will be subject to disciplinary action. In addition, any student who takes any form of revenge against a student who has reported, or given witness to, discrimination will be subject to disciplinary action.

## **Who can I see if I have questions about discrimination?**

Contact your counselor, assistant principal or principal with questions or concerns about discrimination. You may request to speak to a school official of the same gender. Also, encourage others to ask questions or make complaints if they have been harassed. The problem of discrimination will not be solved if people remain silent.

# **G. A. McElroy Administration Center**

1750 South Roselle Road  
Palatine, Illinois 60067-7336  
Daniel E. Cates, *Superintendent*  
(847) 755-6600  
*adc.d211.org*

---

## **Need more information?**

**Please Call:**  
Matthew Hildebrand  
*Director of  
Administrative Services*  
G.A. McElroy Administration Center  
(847) 755-6626



---

**TOWNSHIP HIGH SCHOOL DISTRICT 211**

*Extraordinary Opportunities. Innovative Teaching.  
Exceptional Learning.*

1750 South Roselle Road • Palatine, Illinois 60067-7336  
Telephone: (847) 755-6600  
Website: [adc.d211.org](http://adc.d211.org)