



# Nondiscrimination Commitment

Community High School District 128 is committed to a policy of nondiscrimination and equal opportunity in its education programs and activities and employment. The District complies with all laws and applicable regulations that prohibit discrimination, harassment, and retaliation by and in the District, including the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. § 2000d *et seq.*
5. Title VII of the Civil Rights Act, 42 U.S.C. § 2000e *et seq.*
6. The Age Discrimination in Employment Act of 1967
7. The State Officials and Employees Ethics Act
8. The Illinois Human Rights Act
9. Sections 10-22.5, 27-1, and 20.60 of the School Code and 23 Illinois Administrative Code Part 200
10. Victims' Economic Security and Safety Act, 820 ILCS 108/
11. Illinois Equal Pay Act of 2003, 820 ILCS 112/
12. Illinois Genetic Information Privacy Act (GINA), 410 ILCS 513/ and Title II of the Genetic Information Nondiscrimination Act (GINA), 42 U.S.C. § 2000ff *et seq.*
13. Employee Credit Privacy Act, 820 ILCS 70/

The District will use the grievance procedures in Board of Education Policies 2:260 (*Uniform Grievance Procedure*) and 2:265 (*Title IX Sexual Harassment Grievance Procedure*) to process complaints based on alleged violations of law or Board policy.

No student, parent/guardian, employee, or other member of the District community will be subjected to retaliation as prohibited under any law or Board policy, including those laws identified above. Retaliation is an adverse act imposed because a person has asserted a right or participated in a process involving the assertion of a right, including reporting a violation of law or Board policy or participating in the grievance processes used to process complaints based on alleged violations of law or Board policy.

Any person who believes any student, employee, or third party or the District generally has engaged in conduct prohibited by the laws cited above or Board policy, including discrimination, harassment, or retaliation, or who has inquiries about the application of the laws cited above or Board policy should contact a District Nondiscrimination/Title IX Coordinator, Nondiscrimination Coordinator, or Complaint Manager using the contact information below:

**Nondiscrimination/Title IX Coordinator:**

Briant Kelly, Associate Superintendent  
50 Lakeview Parkway, Suite #101  
Vernon Hills, IL 60060  
847-247-4520  
[briant.kelly@d128.org](mailto:briant.kelly@d128.org)

**Complaint Managers:**

Meagan Silverberg and Eric Maroscher, Libertyville High School  
708 W. Park Avenue  
Libertyville, IL 60048  
Phone (847) 327-7000  
[meagan.silverberg@d128.org](mailto:meagan.silverberg@d128.org)  
[eric.maroscher@d128.org](mailto:eric.maroscher@d128.org)

Madeline Hall and Greg Stilling, Vernon Hills High School  
145 N. Lakeview Parkway  
Vernon Hills, IL 60061  
Phone (847) 932-2001  
[madeline.hall@d128.org](mailto:madeline.hall@d128.org)  
[greg.stilling@d128.org](mailto:greg.stilling@d128.org)

The following agencies may also be able to answer inquiries about some of the laws cited above:

<p>U.S. Department of Education Office for Civil Rights (OCR) Chicago Office JCK Federal Building 230 S. Dearborn Street, 37th Floor Chicago, IL 60604 Telephone: (312) 730-1560 Facsimile: (312) 730-1576 <a href="mailto:OCR.Chicago@ed.gov">OCR.Chicago@ed.gov</a></p> <p>See <a href="http://www.ed.gov/ocr">www.ed.gov/ocr</a></p>	<p>U.S. Equal Employment Opportunity Commission (EEOC) Chicago District Office JCK Federal Building Chicago, IL 60604 Telephone: (312) 872-9744 Facsimile: 312-588-1260 <a href="mailto:Info@EEOC.org">Info@EEOC.org</a></p> <p>See <a href="http://www.eeoc.gov">www.eeoc.gov</a></p>	<p>Illinois Department of Human Rights (IDHR) Springfield Office 535 West Jefferson 1<sup>st</sup> Floor Intake Unit Springfield, IL 62702 Telephone: (217) 785-5100 Facsimile: (217) 785-5106 <a href="mailto:IDHR.webmail@Illinois.gov">IDHR.webmail@Illinois.gov</a></p> <p>See <a href="http://www2.illinois.gov/DHR">www2.illinois.gov/DHR</a></p>
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More information on the Board policies prohibiting discrimination, harassment, and retaliation can be found in Board policy, including, for example, Board policies 2:270 (*2:270 Discrimination and Harassment on the Basis of Race, Color, and National*

*Origin Prohibited*) 5:10 (*Equal Employment Opportunity and Minority Recruitment*), 5:20 (*Workplace Harassment Prohibited*), 7:10 (*Equal Educational Opportunities*), 7:20 (*Harassment of Students Prohibited*); 7:180 (*Prevention of and Response to Bullying, Intimidation, and Harassment*) More information about how to report discrimination, harassment, or retaliation can be found in Board policies 2:260 (*Uniform Grievance Procedure*) and 2:265 (*Title IX Sexual Harassment Grievance Procedure*). The Board's policy handbook is available online at [D128 Board Policies \(opens in new window\)](#).

All other reports and complaints of discrimination, harassment, retaliation or other violations of law or Board policy will be processed using Board policy 2:260 (*Uniform Grievance Procedure*).

### **Training Materials to Train Title IX Team Members**

The following materials have been used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process (the District's Title IX Team members):

- [Title IX All Administrator Training Materials](#)
- [Title IX Coordinator, Investigator, Decision Maker and Facilitator Training Materials](#)

### **CTE Offerings and Admissions Criteria**

Equal educational opportunities in Career Technical Education (CTE) shall be available for all students without regard to race, color, national origin, ancestry, sex, sexual orientation, age, ethnicity, language barrier, religious beliefs, physical or mental disability, economic and social conditions, gender identity, status as a homeless youth, order of protection status, or actual or potential marital or parental status including pregnancy.

- Architectural Design CAD, Grades: 9-12, Prerequisite: None
- Advanced Technical Drawing, Grades 10-12, Prerequisite: Architectural Design CAD or Engineering (VHHS only)
- Automotive Technology I, Grades: 9-12, Prerequisite: None
- Electronics I, Grades: 9-12, Prerequisite: None
- Engineering Design CAD, Grades 9-12, Prerequisite: None (VHHS only)
- Graphic Communications I, Grades: 9-12, Prerequisite: None
- Graphic Communications II, Grades: 9-12, Prerequisite: Graphic Communications I
- Project Lead The Way (PLTW) – Introduction to Engineering Design, Grades: 9-12, Prerequisite: Algebra I or concurrent enrollment (LHS only)
- PLTW – Digital Electronics, Grades: 9-12, Prerequisite: Algebra I or concurrent enrollment (LHS only)
- PLTW - Principles of Engineering, Grades: 10-12, Prerequisite: PLTW-Introduction to Engineering or Digital Electronics or recommendation from the PLTW Instructor (LHS only)
- PLTW - Engineering Design and Development, Grades: 11-12, Prerequisite: PLTW-Introduction to Engineering Design or Digital Electronics and Principles of Engineering or recommendation by Physics or PLTW Instructor (LHS only)
- Technology Exploration, Grades: 9-12, Prerequisite: None

- Woodworking I, Grades: 9-12, Prerequisite: None
- Woodworking II, Grades: 9-12, Prerequisite: Woodworking I
- Lake County Tech Campus, Grades: 10-12, Various classes offered, visit [www.techcampus.org](http://www.techcampus.org) for more information and contact your school counselor