



NON-DISCRIMINATION

STATEMENT

It is the policy of the Board to prohibit unlawful discrimination, harassment and retaliation on the basis of any protected category by the Constitution of the United States, the Constitution of the State of Illinois and applicable federal, state or local laws or ordinances, including but not limited to Title VII of the Civil Rights Act of 1964 (Title VII), Age Discrimination in Employment Act of 1967 (ADEA), Title IX of the Education Amendments of 1972 (Title IX), the Americans with Disabilities Act (ADA), the Individuals with Disabilities Education Act (IDEA), and Section 504 of the Rehabilitation Act of 1973 (Section 504), specifically, but not limited to, discrimination, harassment or retaliation on the basis of sexual orientation, gender or sex (includes gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy related medical conditions), race or ethnicity, ethnic group identification, ancestry, nationality, national origin, religion, color, mental or physical disability, age, immigration status, marital status, registered domestic partner status, genetic information, political belief or affiliation (not union related), military status, unfavorable discharge from military service, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics in the educational programs or activities the Board operates.

Concerns or inquiries regarding sex discrimination, harassment or retaliation can be made to the Board's Title IX Coordinator in the Office of Student Protections and Title IX (OSP) or the U.S. Department of Education Office for Civil Rights (OCR).

For incidents involving student victims, please see below for specific contact information:

- **Office of Student Protections and Title IX (OSP)** at **773-535-4400** (student-to-student) (Inquiries regarding sports equity should be directed to ospcompliance@cps.edu)
- **Office of Inspector General (OIG)** at **833-TELL-CPS (833-835-5277)** (adult-to-student)
- **U.S. Department of Education Office for Civil Rights (OCR)** at **312-730-1560** or ocr.chicago@ed.gov

For incidents involving adult victims, please see below for specific contact information:

- **Equal Opportunity Compliance Office (EOCO)** at **773-553-1013** or eoco@cps.edu
- **U.S. Department of Education Office for Civil Rights (OCR)** at **312-730-1560** or ocr.chicago@ed.gov

Concerns or inquiries regarding discrimination, harassment or retaliation involving student victims on the basis of disability should be made to:

- **District Manager of Section 504 Compliance** at Section504@cps.edu

Concerns or inquiries regarding discrimination, harassment or retaliation on the basis of any other protected category listed above should be made to:

- **Principal of Student's School** (student victims)
- **Equal Opportunity Compliance Office (EOCO)** at **773-553-1013** or eoco@cps.edu (adult victims)