

Illinois Mathematics and Science Academy[®]
SECTION J
STUDENTS

DISCRIMINATION/HARASSMENT OF STUDENTS

The Board of Trustees of the Illinois Math and Science Academy (“IMSA”) does not discriminate against students on the basis of race, color, religion, age, disability, etc., in the provision of programs, activities, services, or benefits, and guarantees both sexes equal access to educational and extracurricular programs and activities.

It is the policy of IMSA to maintain a learning environment that is free from harassment because of an individual’s gender, race, color, religion, age, disability, etc. It shall be a violation of IMSA policy for any student, teacher, administrator, or other IMSA personnel to harass a student through conduct of a discriminatory nature. It shall also be a violation of IMSA policy for any teacher, administrator or other IMSA personnel to tolerate and/or to knowingly fail to report harassment or discrimination, as defined by this policy, by a student, teacher, administrator, other IMSA personnel, or by any third parties who are participating in, observing, or otherwise engaged in activities, including sporting events and other extracurricular activities, under the auspices of IMSA.

"Discrimination" means the violation of an individual's State or federal guarantees to equal rights as provided by the U.S. Constitution, federal law, the Illinois Constitution, and Illinois law, whether intended or unintended. Actions based upon on student’s actual or perceived race, sex, age, color, national origin, religion, disability, veteran’s status or sexual orientation, and not upon the student’s true qualifications and/or performance, are prohibited by this policy. Academic decisions involving students (for example, academic advisement, assignments, grading) based upon these same characteristics of a student and not upon the student’s skills and academic achievement are also prohibited.

“Harassment” of an individual on the basis of that individual’s actual or perceived race, sex, age, color, national origin, religion, disability, veteran status or sexual orientation is also prohibited under this policy. Prohibited harassment includes, but is not limited to, stereotyping, negative comments or jokes, explicit threats, segregation, and verbal or physical assault when any of these are based upon a person’s race, sex, color, national origin, religion, age, disability, veteran status, or sexual orientation. When these harassing behaviors become severe, pervasive or persistent, they may also violate Federal and State law.

"Equal Access" means the availability of opportunity without discrimination on

the basis of sex, going beyond simple admission to a course or activity to include full and unrestricted participation in educational and experiential processes. Examples include:

1. No student shall, on the basis of sex, be denied equal access, including full and unrestricted participation, to programs, activities, services or benefits, or be restricted in the exercise of any right, privilege, advantage or opportunity accorded other students
2. IMSA shall not discriminate on the basis of sex in the bestowing of awards, honors, scholarships and financial aid.
3. IMSA shall not discriminate on the basis of sex in the imposition of disciplinary policies and practices or codes of conduct.
4. In providing financial assistance to students, IMSA shall not discriminate on the basis of sex in the bestowing of awards, honors, scholarships or financial aid. IMSA will not provide different amounts or types of assistance, limit eligibility for financial assistance, apply different criteria, or otherwise discriminate in the provision of financial assistance on the basis of sex.
5. All courses shall be open to students regardless of sex. Course prerequisites and requirements shall be the same for both sexes. Course content and objectives shall not discriminate on the basis of sex.
6. Students shall be advised to participate in courses, programs and activities consistent with their interests and abilities without regard to their sex. Neither course titles nor descriptions shall discourage participation by either sex.
7. Students may, however, be segregated by sex during class sessions or portions thereof which deal exclusively with human sexuality.
8. Except as provided herein, physical education classes shall be open equally to both sexes and instructional portions of all physical education classes shall be coeducational. Students may be segregated by sex during participation in contact sports, such as wrestling, boxing, rugby, ice hockey, football, basketball, or other sports that involve bodily contact as a major activity. Neither physical education classes nor areas where the classes are conducted shall be designated by sex.
9. Classroom practices and assignments shall not discriminate on the basis of sex. Teaching methods shall not inhibit student participation on the basis of sex. Instructional materials shall not be sexually discriminatory, and teachers shall attempt to counteract any sexual bias that may be present in instructional materials. Where appropriate, the history, roles

and contributions of both sexes shall be taught on a comparable basis.

10. Except as provided herein, students of both sexes shall have equal access to all extracurricular programs and activities, including clubs, committees, service and honor organizations, intramural sports, interscholastic athletics and other after-school activities. Student participation in speech, debate and drama events shall be open to both sexes; however, assignments may be made on the basis of sex, for example a dramatic role specific to one sex, so long as comparable opportunities are provided for both sexes.
11. Both sexes shall be accorded equal opportunities to participate in athletic programs. Single-sex teams may be maintained for contact sports or when selection for the team is based upon competitive skill, provided the interests and abilities of both sexes are accommodated. For purposes of this section, contact sports shall include wrestling, boxing, rugby, ice hockey, football, basketball, and other sports that involve bodily contact as a major activity. In a noncontact sport, if a team is provided only for members of one sex, members of the other sex shall be allowed to compete for a place on the team if their overall athletic opportunities have been limited in comparison with those of the other sex. If a coeducational team does not accommodate the interests and abilities of members of both sexes, separate teams shall be offered. If separate teams are offered, the programs shall be comparable.

"Comparable" means similar in quality and quantity, taking into consideration all relevant facts and circumstances.

"Sex Bias" means the attribution of behaviors, abilities, interests, values and/or roles to a person or group of persons on the basis of sex.

Any student who feels that he or she has been discriminated against or harassed based upon his or her ethnic or racial background, color, national origin, sex, sexual orientation, religious beliefs, economic and social conditions, status as homeless, physical or mental disability, or actual or potential parental or marital status, including pregnancy, should report promptly their complaints to a teacher, advisor, social worker, academic advisor, team leader, or any administrator. The person receiving the complaint immediately shall inform the Principal of the complaint who shall notify the Director of Student Leadership Development to initiate an immediate investigation and follow all procedures as listed in this policy.

Disciplinary Action

Disciplinary action may be taken with respect to any IMSA employee who is found to have committed or participated in an act or acts of harassment or discrimination against a student. Disciplinary action, up to and including dismissal, may be taken with respect to any student of IMSA who is found to

have committed or participated in an act or acts of harassment or discrimination against another student.

Any individual who retaliates against any person who reports alleged harassment and/or discrimination, or who retaliates against any person who testifies, assists, or participates in an investigation, proceeding or hearing relating to a complaint or charge of harassment and/or discrimination will be disciplined. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

Confidentiality

The rights to confidentiality, both of the complainant and the accused, will be respected consistent with IMSA's legal obligations and with the necessity to investigate allegations of misconduct and to take corrective action when this conduct has occurred.

Student Investigation Procedures

- A. When a harassment or discrimination incident is suspected, the staff member involved must document the incident. Parents will be notified when a suspected the infraction has occurred. The Director of Student Leadership Development is the primary investigating officer. Parents will be notified of the investigation.
- B. In circumstances, when a student's presence on campus poses a danger to self, others, or to property or poses an ongoing threat or disruption to the educational process, the student may be immediately suspended from the Academy. In such cases, the hearing will follow as soon as possible.
- C. The Director of Student Leadership Development will meet with all students involved and conduct a thorough investigation. After careful evaluation, the Director of Student Leadership Development will determine if a harassment or discrimination infraction has occurred. The Director of Student Leadership Development will make a determination within one business day of completion of the investigation. If the infraction involves an employee of IMSA, the Director of Student Leadership Development will immediately notify the Principal, who will follow the Employee Investigation and Hearing Procedures on harassment and discrimination.
- D. If a violation has been determined, it will immediately be forwarded to the Assistant Director of Student Leadership Development, with oral and written notification provided to the student and parent. Along with such notification the student and parent will receive copies of the documents that were relied upon to make the determination, unless they have been previously provided. The violation will then follow all procedures as outlined in Policy JG – Student Discipline.

ADOPTED: SEPTEMBER 17, 2008