Discrimination and Harassment on the Basis of Race, Color, or National Origin

Rochelle Zell Jewish High School maintains compliance with all local, state, and federal statutes. As mandated, Rochelle Zell Jewish High School admits students of any race, color, nationality, sexual orientation, gender identity, or ethnic origin and grants them the rights, and offers them privileges, programs, and activities generally accorded or made available to all students at the school. It does not discriminate based on race, color, nationality, sexual identity, gender identity, or ethnic origin in the administration of its educational policies, admission policies, scholarship and loan programs, and athletics or other school administered programs. Rochelle Zell Jewish High School complies with federal and State non-discrimination laws.

Examples of Prohibited Conduct

Examples of conduct that may constitute discrimination on the basis of race, color, or national origin include: disciplining students more harshly and frequently because of their race, color, or national origin; denying students access to high-rigor academic courses, extracurricular activities, or other educational opportunities based on their race, color, or national origin; denying language services or other educational opportunities to English learners; and assigning students special education services based on a student's race, color, or national origin.

Harassment is a form of prohibited discrimination. Examples of conduct that may constitute harassment on the basis of race, color, or national origin include: the use of racial, ethnic or ancestral slurs or stereotypes; taunts; name-calling; offensive or derogatory remarks about a person's actual or perceived race, color, or national origin; the display of racially-offensive symbols; racially-motivated physical threats and attacks; or other hateful conduct.

Reporting a Complaint and Investigation Process

Students and/or staff are encouraged to promptly report claims or incidences of discrimination or harassment based on race, color, or national origin to the Head of School, Academic Dean, or any employee with whom the student is comfortable speaking. Reports will be confidentially reviewed by both the Head of School and Academic Dean for further action.

Any staff who receives a report or complaint of discrimination or harassment must promptly forward the report or complaint to the Head of School and/or Academic Dean. Any employee who fails to promptly comply may be in violation of their contract and subject to dismissal.

Reports and complaints of discrimination or harassment will be confidential to the greatest extent practicable, subject to the school's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

Federal and State Agencies

If the school fails to take necessary corrective action to stop harassment based on race, color, or national origin, further relief may be available through the Illinois Department of Human Rights (IDHR) or the U.S. Department of Education's Office for Civil Rights. To contact IDHR, go to: https://dhr.illinois.gov/aboutus/contact-idhr.html or call (312) 814-6200 (Chicago) or (217) 785-5100 (Springfield).

Prevention and Response

The Head of School and Academic Dean will respond to complaints of discrimination based on race, color, and national origin, including harassment, and retaliation. The response shall include procedures for responding to complaints which:

1. Reduce or remove, to the extent practicable, barriers to reporting discrimination, harassment, and retaliation;
2. Permit any person who reports or is the victim of an incident of alleged discrimination, harassment, or retaliation to be accompanied when making a report by a support individual of the person's choice who complies with the school's policies and rules;
3. Permit anonymous reporting, except that an anonymous report may not be the sole basis of any disciplinary action;
4. Offer remedial interventions or take such disciplinary action as may be appropriate on a case-by-case basis;
5. Offer a person who reports or is the victim of an incident of harassment or retaliation the option to resolve allegations directly with the accused; and
6. Protects a person who reports or is the victim of an incident of harassment or retaliation from suffering adverse consequences as a result of a report of, investigation of, or a response to the incident.