Equal Employment Opportunity and Minority Recruitment

The School shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic or sexual violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Pilot Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Executive Director shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District’s nondiscrimination efforts. The Nondiscrimination Coordinator may be the Executive Director or a Complaint Manager for the Uniform Grievance Procedure. The Executive Director shall insert into this policy the names, addresses, and telephone numbers of the School’s current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:
Kim Disalvo, Business Manager
1531 Jones Point Road
Grayslake, IL 60030
847-543-9722
kdisalvo@pccharterschool.org

Complaint Managers:

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<tr>
<th>Kim Disalvo, Business Manager</th>
<th>Geoff Deigan, Executive Director</th>
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<tr>
<td>1531 Jones Point Road Grayslake, IL 60030</td>
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<td><a href="mailto:kdisalvo@pccharterschool.org">kdisalvo@pccharterschool.org</a></td>
<td><a href="mailto:gdeigan@pccharterschool.org">gdeigan@pccharterschool.org</a></td>
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The Executive Director shall also use reasonable measures to inform staff members and applicants that the School is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.
Minority Recruitment

The School will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the School to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

Americans With Disabilities Act, Title I, 42 U.S.C. §12111 et seq.
Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
Compassionate Use of Medical Cannabis Pilot Program Act, 410 ILCS 130/40.
Genetic Information Protection Act, 410 ILCS 513/25.
Ill. Whistleblower Act, 740 ILCS 174/.
Ill. Human Rights Act, 775 ILCS 5/1-103 and 5/2-102.
Religious Freedom Restoration Act, 775 ILCS 35/5.
Employee Credit Privacy Act, 820 ILCS 70/.

Adoption Dates:

Adopted: February 2015