



Nondiscrimination & Civil Rights Compliance Policy

Purpose

ABLE Academy is committed to maintaining an educational environment free from discrimination, harassment, and retaliation. In compliance with federal and state law, ABLE Academy prohibits discrimination based on race, color, national origin, sex (including sexual orientation, gender identity, and pregnancy), disability, or any other protected characteristic.

This policy is adopted pursuant to **Title VI of the Civil Rights Act of 1964**, **Title IX of the Education Amendments of 1972**, **Section 504 of the Rehabilitation Act of 1973**, and all applicable state laws.

Scope

This policy applies to all students, families, employees, volunteers, and applicants for employment or admission. It covers:

- Admission and enrollment
 - Educational programs and activities
 - Employment practices
 - School-sponsored events and services
-

Compliance Coordinators

The **Executive Director** shall serve as the Title VI, Title IX, and Section 504 Coordinator. Responsibilities include:

- Overseeing implementation of this policy.
- Ensuring annual staff training on nondiscrimination and grievance procedures.
- Receiving, investigating, and resolving complaints.
- Serving as liaison with ISBE, OCR, and other oversight bodies.



Contact information for the Coordinator will be published annually in the Employee Handbook, Student/Family Handbook, and on the school website.

Prohibited Conduct

- **Title VI:** Discrimination or harassment based on race, color, or national origin.
- **Title IX:** Discrimination or harassment based on sex, sexual orientation, gender identity, or pregnancy, including sexual harassment and sexual misconduct.
- **Section 504:** Discrimination against qualified individuals with disabilities, including denial of reasonable accommodations.

Retaliation against any person who makes a complaint or participates in an investigation is strictly prohibited.

Grievance Procedure

Any student, parent, employee, or applicant who believes they have been subjected to discrimination or harassment may file a grievance.

1. **Informal Resolution (Optional):** The complainant may first bring the concern to the staff member or supervisor most directly involved, or to the Executive Director.
2. **Formal Complaint:** A written complaint may be submitted to the Executive Director within **30 calendar days** of the alleged incident. The complaint should include:
 - Name and contact information of the complainant
 - Description of the alleged conduct, including dates, times, and persons involved
 - Desired resolution
3. **Investigation:** The Executive Director will:
 - Acknowledge receipt of the complaint within **5 business days**
 - Conduct a prompt, impartial investigation, which may include interviews, review of records, and consultation with involved parties



- Maintain confidentiality to the extent possible
 - 4. **Written Decision:** A written decision will be issued within **30 calendar days**, unless extenuating circumstances require more time.
 - 5. **Appeal:** If the complainant is not satisfied, they may appeal in writing to the **Board of Directors** within **10 business days** of the decision. The Board will issue a final decision within **30 calendar days**.
-

Annual Notification

ABLE Academy will provide annual notice of this policy and grievance procedure to students, parents, and employees. The notice will be:

- Included in staff and student/family handbooks.
 - Posted on the school website.
 - Available in languages other than English upon request.
-

Legal References

- Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d et seq.
- Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq.
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794
- Illinois School Code, 105 ILCS 5/14-7.02 and 23 Ill. Admin. Code Part 401