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# Racism Free School Policy

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Alexander Leigh  
Center for Autism

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4100 Veterans Parkway  
McHenry, IL 60050

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The Alexander Leigh Center for Autism (ALCA) does not tolerate racism, discrimination, harassment or retaliation of staff or students. Proactively we work by our mission statement and core values statement to create a positive school culture and climate.

Mission: Daily collaboration providing students with individualized educational excellence in a safe, dignified, respectful and nurturing environment encouraging them to reach their maximum level of functional independence

Core Values: Alexander Leigh Center for Autism, its Board and passionate staff hold each other to the highest level of honesty, safety, trust, and communication. We build strong relationships in our interactions with each other, students, parents and the community as a whole. We choose best practice for our students to govern our decisions and guide our way.

The *Racism-Free Schools Law* ([P.A. 103-0472](#)) was passed by the Illinois General Assembly in August 2023 and goes into effect **August 1, 2024**, for the 2024-2025 school year.

- 1) Placing the student(s) or employee(s) in reasonable fear of harm to the person or property;
- 2) Causing a substantially detrimental effect on the student (s) or employee(s) physical or mental health;
- 3) Substantially interfering with the student(s) academic performance; or employee(s) work duties
- 4) Substantially interfering with the student(s) or employee(s) ability to participate in or benefit from the services, activities, or privileges provided by a school

A racism free school is aligned to State law and the policy of ALCA. This policy is consistent with the polices of the school board and non-public school.

Any incidents of discrimination or harassment based on race, color, or national origin must be reported within 24 hours to Administration to:

Pamela Yocius, Executive Director – [pyocius@alcacenter.org](mailto:pyocius@alcacenter.org)

Tiffany Murphy – Education Services Director – [tmurphy@alcacenter.org](mailto:tmurphy@alcacenter.org)

Margie Hartley, Human Resources Director – [mhartley@alcacenter.org](mailto:mhartley@alcacenter.org)

815-344-2522

Reporting may be anonymous and mailed to 4100 Veterans Parkway, McHenry, IL 60050

Investigative procedures are as follows:

- 1) Making all reasonable efforts to complete the investigation within ten (10) school days after the date the report of the incident of racism was received and taking into consideration additional relevant information received during the investigation about the reported incident of racism.
- 2) Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on racism prevention, as deemed appropriate, in the investigation process.
- 3) Notifying a school administrator or his or her designee of the report of the incident of racism as soon as possible after the report is received.
- 4) Consistent with Federal and State laws and rules governing student privacy rights and providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the school administrator or designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of racism.

Where necessary and available school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services may be offered.

Reprisal or retaliation against any person who reports an act of racism, discrimination or harassment and the consequences and appropriate remedial actions for a person who engages in reprisal or retaliation is prohibited.

In the event that a person is found to have falsely accused another person of racism as a means of retaliation or as a means of racism will be subject to consequences and appropriate remedial actions.

ALCA maintains a policy evaluation process to assess the outcomes and effectiveness of the policy that includes, but is not limited to, factors such as:

- 1) The frequency of victimization.
- 2) The type of alleged incident (sexual harassment, discrimination or other forms of harassment on the basis of race, color, national origin, sex, re, retaliation
- 3) Allegation status
- 4) The types of bullying that are common or occurring.
- 5) Investigation pending additional information
- 6) Date investigation resolved
- 7) The information developed as part of the evaluation process must be posted on the school's website. If the internet website is not available, the information must be provided to school administrators, school board members, school personnel, parents, guardians, and students.
- 8) The policy or implementing procedure shall include a process to investigate whether a reported act of racism is within the permissible scope of the district's or school's jurisdiction. Furthermore, it shall require that the district or school provide the victim with information regarding services

that are available within the district and community, such as counseling, support services, and other programs.

In the event that a reported act of racism, discrimination or harassment is outside the permissible scope of ALCA appropriate authorities will be notified.

ALCA's policy on racism and harassment will be distributed annually to parents, guardians, students, and school personnel, including new employees when hired. Updates will be uploaded on the ALCA website and a copy is available upon request. This Racism Free School Policy must:

- 1) Be based on engagement with a range of school stakeholders, including students and parents or guardians.
- 2) Where applicable, be posted where other policies, rules, or standards of conduct are posted in the school.
- 3) Be posted on the district or school website.
- 4) Be included in the school handbook.
- 5) Be distributed annually to parents, guardians, students, and school personnel, including new employees when hired.

ALCA will:

- 1) Make all reasonable efforts to complete the investigation within ten (10) days after the date the report of the incident of racism was received and taking into consideration additional relevant information received during the investigation about the reported incident.
- 2) Involve appropriate school support personnel and other staff persons with knowledge, experience, and training on racism/harassment prevention, as deemed appropriate, in the investigation process.
- 3) Notify the principal or school administrator or his or her designee of the report of the incident as soon as possible after the report is received.
- 4) Be consistent with Federal and State laws and rules governing student privacy rights and providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the school administrator or designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of racism.

## **Racism Free School Policy Acknowledgement Form**

I have received and read the Racism Free School Policy for the Alexander Leigh Center for Autism.

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Student Name (or guardian)

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Signature

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Date