

WHAT HAPPENS AT THE END OF A CASE?

At the conclusion of an investigation, the EOCO makes findings as to whether or not there is sufficient evidence to demonstrate a violation of the Non-Discrimination Policy. However, regardless of the outcome, the EOCO can take steps to help create or restore a positive culture in your school or department.

Corrective action training can help individuals learn how to prevent future instances of discrimination or harassment.

School or department training on conflict styles can help individuals learn how to better interact with one another to accomplish goals.

Training on bias and inclusion, can help team members appreciate differences and the value it brings to CPS.

If a case is substantiated, a report is forwarded to the Employee Discipline Unit of the Law Department and disciplinary action may be taken if it is appropriate.

FIND OUT MORE ON OUR WEBSITE!

Our website offers a lot of valuable information if you would like to learn more about EOCO.

Please visit: www.cps.edu/eoco

SERVICES OFFERED BY EOCO

- Investigations
- Informal resolution
- School or department trainings
- Individual trainings

FIND US HERE

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www.cps.edu/eoco

SUBMIT A COMPLAINT ONLINE

<https://cps.guardianconduct.com/incident-reporting>

READ OUR POLICY

<https://policy.cps.edu/download.aspx?ID=1280>



THE EQUAL OPPORTUNITY COMPLIANCE OFFICE (EOCO)



WHO WE ARE

Every CPS affiliated adult is covered by the Non-Discrimination Policy and has the right to work in an environment free from discrimination and harassment related to their actual or perceived membership in a **protected category, such as race, gender, or age**. The Equal Opportunity Compliance Office (EOCO) is the CPS office that helps ensure that our learning and working environments are free from discrimination and harassment based on these categories. EOCO conducts investigations, holds training, and works with parties and departments to make sure that the rights guaranteed by the Policy are protected and our workplaces foster and advance these values.

NOT SURE IF YOU'RE COVERED BY THE POLICY OR SHOULD REPORT YOUR ISSUE?

Report it! We'll work with you to determine how best to handle the situation, whether it's through our office or a different office.

WHY USE EOCO?

Making sure CPS is a discrimination and harassment free environment starts with you! In order to address these concerns, the EOCO relies on CPS employees to report harassment and discrimination to our office. Without you, our office may never learn about a problem that needs to be addressed. Because this is so important, pursuant to the Non-Discrimination Policy, you have a duty to report any harassment or discrimination of which you become aware.

Once we receive a report, our investigators will reach out to the parties and determine what steps should be taken to protect all those involved and help resolve the conflict, either through an investigation or, if both parties agree, informal resolution. EOCO Investigators can provide resources to both the individual making the complaint and any respondents to the complaint. By participating in the EOCO process, you are helping to maintain a positive culture in your workplace and resolving important concerns that your colleagues may have.

NO RETALIATION

There's nothing to be afraid of

Every participant in an EOCO investigation is protected from retaliation. Any adverse action to employment, educational program or activity, or adverse change in employment, educational program or activity is prohibited by the Non-Discrimination Policy. This applies to the individuals who make complaints, respondents to those complaints, and all witnesses in an investigation. Individuals who retaliate can be disciplined for their actions, even if they did not engage in discrimination or harassment.

What if someone made a complaint against me?

EOCO Investigators are **neutral fact finders** that don't take sides. Investigations are free from bias and the EOCO is committed to ensuring an environment free from discrimination and harassment for **all** parties.

The EOCO determines if there is a **preponderance of evidence** that a Policy violation occurred. All relevant evidence is weighed when making this determination.

At any point during the investigation, you can contact the investigator assigned to your case and request an update on the investigation.

As discussed above, everyone, including respondents, are protected from retaliation. If you are retaliated against because of your participation in an investigation, you can file your own complaint.