

REMEDIES FOR SCHOOL PERSONNEL

Under the Illinois Human Rights Act (IHRA), School Personnel are responsible for incidents of harassment, discrimination, and retaliation (HDR) in the following situations:

Liability for Incidents of Harassment toward a School Personnel:

- **Where a student or a School Personnel - harasses-** a School Personnel, the school personnel can be held liable if the school personnel knew or reasonably should have known of the harassment and failed to take appropriate corrective action.

Liability for Incidents of Discrimination toward a School Personnel:

- Where a **School Personnel** is discriminated against, the school personnel can be held liable.

Liability for Incidents of Retaliation toward a School Personnel:

- **Where a student -retaliates against-** a school personnel, the student can be held liable.
- **Where a School Personnel retaliates against a school personnel,** the school personnel can be held liable.