

REMEDIES FOR STUDENTS

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 Student:

- ***In Student-on-Student*** harassment incidents, the student may be held liable for the harassment, and the school personnel can also be held liable if the school personnel knew or reasonably should have known of the harassment and failed to take appropriate corrective action.
- ***In School Personnel-on-Student*** harassment incidents, the school personnel can be held liable for the harassment. The school personnel can also 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 or Retaliation toward a Student:

- ***In Student-on-Student*** discrimination or retaliation incidents, the student and the school personnel can be held liable for the discrimination.
- ***In School Personnel-on-Student*** discrimination or retaliation incidents, the school personnel can be held liable for the discrimination.