

The background features abstract geometric shapes in various shades of blue and orange, creating a modern and professional look. The shapes are layered and semi-transparent, with some appearing as thin lines or larger, overlapping polygons.

# The Civil Rights Review Process

# How can they do that?

## MOA Program

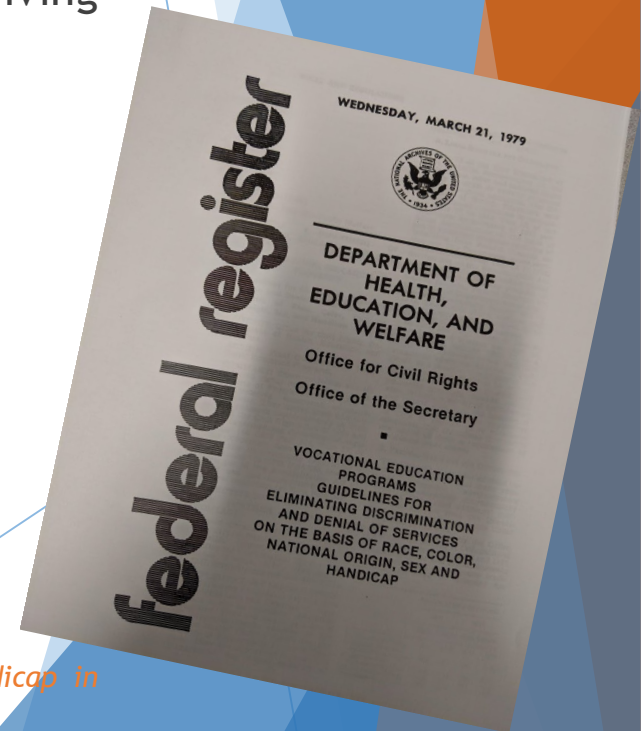
The purpose of the MOA program is to ensure that all students, regardless of *race, color, national origin, sex, or disability*, have equitable access to high quality CTE programs. Through its MOA authority, OCR oversees the civil rights compliance programs of state agencies that administer career and technical education.

Per the *Guidelines\**, the ISBE is mandated by the U.S. Department of Education, Office for Civil Rights (OCR) to conduct annual civil rights reviews of community LEAs receiving federal Perkins funding.

ISBE is required to:

- *Conduct targeted civil rights compliance reviews of secondary CTE subrecipients*
- *Collect and analyze civil rights information and data*
- *Provide technical assistance*
- *Report activities and findings to OCR*
- *Secure corrective actions when civil rights violations are found*

*\*Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, and Handicap in Vocational Education Programs*



# Pertinent Legislation

While the *Guidelines* establish the MOA program's authority, ISBE must also review compliance with:

- **Title VI of the Civil Rights Act of 1964** (34 C.F.R. Part 100)
  - Race, color, and national origin
- **Title IX of the Education Amendments of 1972** (34 C.F.R. Part 106)
  - Sex
- **Section 504 of the Rehabilitation Act of 1973** (34 C.F.R. Part 104)
  - Disability
- **Title II of the Americans with Disabilities Act of 1990** (28 C.F.R. Part 35)
  - Disability



“No person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal assistance.”

—Civil Rights Act of 1964

# The Review Process



**Illinois**  
**State Board of**  
**Education**

**icsps** impacting  
educational  
equity  
Illinois Center for Specialized Professional Support,  
Illinois State University, College of Education

# Selection Criteria

## Sex, Disability, Race

*These criteria ensure that appropriate emphasis is given to the degree of difference between CTE enrollments and total LEA-wide enrollment.*

- Based on the percentage point difference between the overall LEA enrollments and the CTE program enrollments for sex, disability, and race
- *LEAs are NOT selected due to a civil rights complaint or concern*



# How was I selected by ISBE?

- ▶ ISBE identified schools receiving federal funds and determined schools with CTE programs
- ▶ A comparison of the percentage of general student enrollment by race, sex, and disability
- ▶ ISBE applied rating points and the highest scoring schools were chosen for on-site reviews
- ▶ Schools visited within the last five years were not selected
- ▶ Schools with current civil rights investigations are excluded

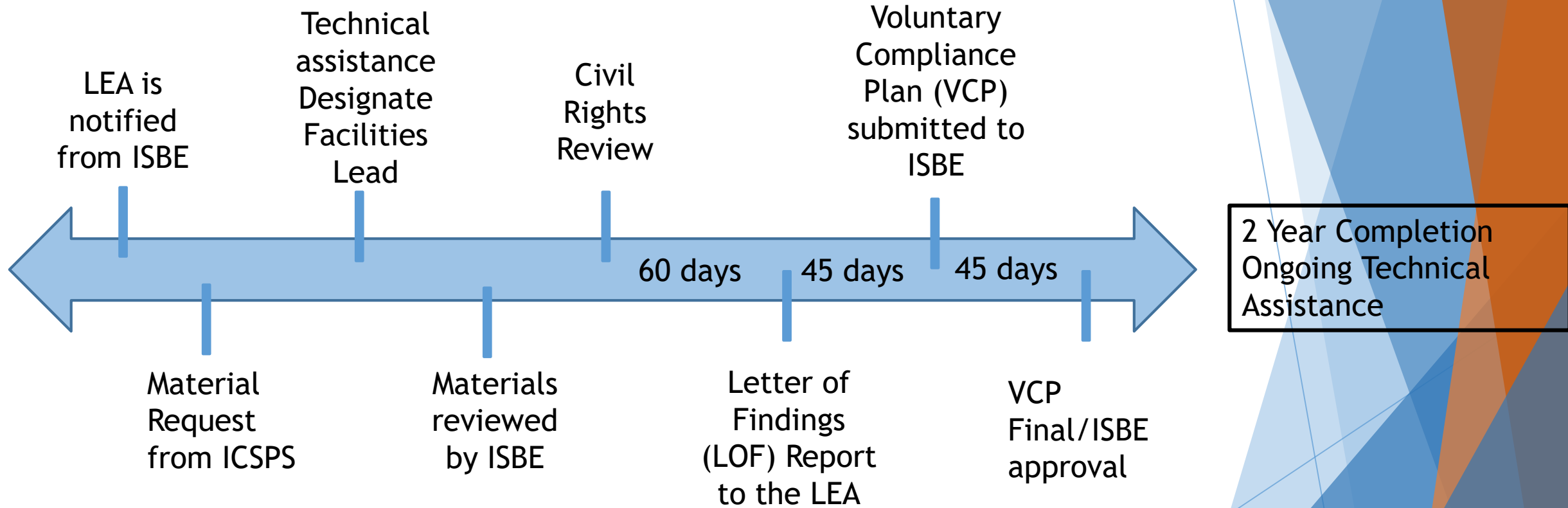


# What is a Civil Rights Review?

U.S. Department of Education, Office for Civil Rights (OCR), mandates that all state agencies which administer Career and Technical Education (ISBE) conduct periodic compliance reviews of subrecipients of federal funds.



# Process Overview





## Prior to Review:

- The ISBE/ICSPS requests materials to be submitted for review prior to the on-site visit.
- Technical assistance is provided.
- Requested materials are reviewed by members of the ISBE review team.





## During the Review:



- ISBE staff will meet with various groups including administrators/staff, faculty, and students to discuss LEA policies and practices related to areas covered by relevant civil rights laws.
- ISBE staff will tour the campus to examine compliance with accessibility standards.



# What is Reviewed?

Recruitment materials

Facilities (e.g. classrooms, labs, parking lots, restrooms, common areas, school counseling areas)

Hiring process

Course Catalog (e.g. nondiscrimination notice and statement, identification of Title IX/Section 504 Coordinator(s), grievance procedures)

Cooperative Agreements with Work-Study/ Internship/ Clinical sites

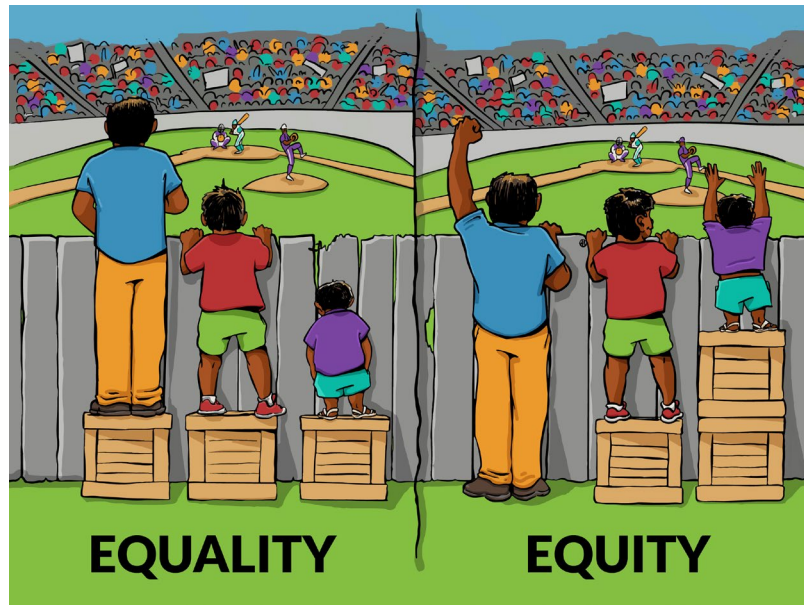
# After the Review:

- ▶ ISBE staff will thoroughly analyze all information collected as part of the review.
- ▶ The LEA will receive two documents from ISBE:
  - ▶ *A Letter of Finding (LOF)*
    - ▶ The LOF compiles the results of the review and outlines any issues of noncompliance
    - ▶ Issued to the LEA within 60 days
  - ▶ *Voluntary Compliance Plan (VCP)*
    - ▶ Must address each area of noncompliance and provide an action plan for correcting it
      - ▶ 2010 ADA Standards
    - ▶ Issued simultaneously with the LOF
    - ▶ 45 days upon issuance to submit
- ▶ Once the VCP is approved by the ISBE, the LEA shall periodically submit documentation verifying completion of each finding.
- ▶ Finalization of VCP items *within* a two year time frame.

# Accountability

The ISBE is required to submit a biennial report to the OCR.

This report includes the selection criteria for the corresponding review years and all on-going Letters of Finding and Voluntary Compliance Plans.



# Most common violations

- ✓ **Signage**
- ✓ **Restroom violations**
  - ✓ Mirror height, pipe covering, dispenser misplacement, stall width
- ✓ **Door knobs**
- ✓ **Accessible entrances**
- ✓ **Accessible ramps**
- ✓ **Pathway obstructions**
- ✓ **Reach range and operable part height violations**
- ✓ *Maintenance of accessible features*



# What Can I Find on the Website?

- ✓ Self-Assessment form
- ✓ Civil Rights laws and regulations
- ✓ Sample Notices of Nondiscrimination and publishing guidance
- ✓ A walk-through of the ISBE's review process
- ✓ LEA Selection Criteria







ilequity.com

Civil Rights Review Website

# Contact Information



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