

NOTICE TO URBANA SCHOOL DISTRICT NO. 116 EMPLOYEES

This Notice is being posted pursuant to a Consent Decree entered by the federal court in the Central District of Illinois in EEOC v. Urbana School District No. 116, Case No. 18-cv-02212-CSB-EIL (C.D. Ill.), resolving a lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC) against Urbana School District No. 116 (“the District”).

In this lawsuit, the Court found that the District violated the Age Discrimination in Employment Act (“ADEA”) by capping the compensation of teachers and other licensed or certificated employees and limiting their ability to engage in extra or supplemental work due to their age.

To resolve this case, the EEOC and the District have entered into a Consent Decree requiring, among other things, that:

1. The District will make a monetary payment to the employees affected by the violations;
2. The District will not engage in any employment practice prohibited by the ADEA, including limiting compensation based on age or proximity to retirement eligibility;
3. The District will not retaliate against anyone for making a report or complaint about unlawful employment discrimination, for filing a charge of discrimination, or for participating in any way in a proceeding under the ADEA; and
4. The District will train certain management employees regarding their duties, rights, and obligations under the ADEA.

The EEOC is a federal agency that enforces federal laws prohibiting discrimination in employment based on race, color, sex, religion, national origin, age, disability, genetic information, and retaliation. Further information about EEOC and these laws is available on EEOC’s web site at www.eeoc.gov. If you believe you have been subjected to unlawful discrimination or retaliation, you may contact EEOC by phone at (312) 869-8000 or by TTY at (312) 869-8001. The EEOC charges no fees.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This Notice must remain posted for three years from the date below and must not be altered, defaced or covered by any other material. Any questions about this Notice or compliance with its terms may be directed to: Urbana School District No. 116 Consent Decree Compliance; EEOC – Legal Unit; 230 S Dearborn, Suite 2920; Chicago, Illinois 60604.

4/17/2024

Date

s/ Sue E. Myerscough

Judge Sue E. Myerscough
United States District Court