

Faith's Law

Legislation Overview

Faith's Law, named after prevention advocate and child sexual abuse survivor Faith Colson, an Illinois high school graduate, was enacted by the Illinois General Assembly through two key pieces of legislation:

- **Public Act 102-0676** defines sexual misconduct within the School Code and states that schools develop and publicly post professional conduct policies for employees.
- **Public Act 102-0702** requires employment history reviews for school staff and contractors, mandates that schools notify parents/guardians and students of alleged sexual misconduct, and establishes guidelines for handling such allegations.

Expectations for Teachers and Staff

Teachers and staff at Daarul Uloom Islamic School are expected to uphold high standards in their professional relationships, demonstrating integrity, honesty, cooperation, and maintaining appropriate interactions with students, parents/guardians, colleagues, and others. The term "Teachers and/or Staff" refers to all faculty, staff, teacher candidates, volunteers, and other agents acting on behalf of the school.

Teachers and staff are strictly prohibited from engaging in grooming behaviors or sexual misconduct with students. Sexual misconduct includes any verbal, written, nonverbal, or physical actions intended to establish a romantic or sexual relationship with a student,

These standards apply to all Teachers and Staff, and adherence to all relevant laws, regulations, Board policies, and procedures is required.

Taking or Possessing a Photo or Video of a Student

Teachers and staff are prohibited from taking photos or videos of students for personal use. However, images captured during school-sponsored activities to support the mission of Daarul Uloom Islamic Schools are permitted, provided they adhere to the following guidelines:

- All photos or videos must comply with the authorization provided by parents/guardians.
- Photos or videos of students are considered FERPA-protected educational records when they are directly related to a student and maintained by the educational institution or its representatives.
- These images may contain personally identifiable student information and cannot be disclosed without consent, except as permitted by law.
- Photos or videos taken in a professional capacity (e.g., in a classroom) are protected under FERPA and cannot be posted on personal media accounts.
- Images of students that are incidental, such as those in the background or part of a public event, are not considered "directly related to a student."

- Photos or videos taken by teachers or staff who are also parents/guardians may not be used for district purposes without appropriate consent

Teachers and staff are generally prohibited from meeting with or contacting students outside their professional roles. They are also strictly forbidden from using any communication methods (e.g., email, phone calls, text messages, letters, or conversations) to discuss any unprofessional or inappropriate subject matter with students. While it is recognized that teachers and staff may encounter students in personal settings outside of school, they must maintain clear boundaries to avoid any actual or perceived inappropriate relationships.

Violations of these standards, or the failure to report a violation, may result in disciplinary action, including potential termination of employment. Other individuals, such as student teachers, volunteers, and contractors, may face corrective measures or other appropriate consequences in accordance with applicable policies.

Reporting

Allegations of possible violations of this section should be made the following office:

Daarul Uloom Islamic School
4125 West Charter Oak Road,
Peoria, Illinois 61615

Or email at du@dupeoria.org

This reporting requirement is in addition to the individual's requirements to report suspected child abuse under the Abused and Neglected Child Reporting Act (ANCRA) and in compliance with Title IX of the Federal Educational Amendments of 1972.

Training

Individuals covered by this section are required to participate in annual training, including but not limited to, federal and state reporting requirements:

- [Faith's Law Webinar](#) 
- [Faith's Law Webinar Presentation](#) 
- [Revised Faith's Law Resource Guide](#) 

Additionally, as is required per Faith's Law legislation, Daarul Uloom Islamic School continues to provide relative and meaningful professional development for staff to ensure we are empowered with knowledge of the best practices to help students learn and grow.