**Faith’s Law** is the name given to two pieces of legislation passed by the 102nd General Assembly. The highlights of how this law effects our schools is listed below:

Faith’s Law: Public Act 102-0676 and Public Act 102-0702

* 1. The information about Faith’s law can be found at: [Faith's Law (isbe.net)](https://www.isbe.net/faithslaw)
  2. Requirements that affect schools:
     1. Effective July 1, 2022: School districts, charter schools, and nonpublic schools must develop an employee code of professional conduct policy
        1. No action required at this time. The school may update individual professional conduct policies. The Diocese has the Standards of Conduct as well as Lay and Religious Employees and Volunteers Sexual Abuse of Minors: Policies for Education, Prevention, Assistance, and Procedures, for Determination of Fitness for Ministry, Employment or Volunteer Services ([Policy and Procedures – Diocese of Springfield in Illinois](https://dio.org/policy-and-procedures/), Book II). We will update them as necessary.
     2. Effective July 1, 2023:
        1. ISBE is required to develop and maintain a resource guide that will be available on its website and include guidance for pupils, parents or guardians, and teachers about sexual abuse responses and prevention resources available in their community, including the contact information of entities that provide services for victims of child sexual abuse and their families.
           1. **Action Needed: At the beginning of the school year, each school district, charter school, or nonpublic school shall notify the parents or guardians of enrolled students of the availability of the resource guide. Each school district, charter school, or nonpublic school shall furnish the resource guide to a student's parent or guardian at the request of the parent or guardian and may also make the resource guide available on its website.**
           2. **The resource guide can be found here:** [Faiths-Law-Resource-Guide.pdf (isbe.net)](https://www.isbe.net/Documents/Faiths-Law-Resource-Guide.pdf)
        2. A superintendent of the employing school board shall, in writing, notify the state superintendent of education and the applicable regional superintendent of schools of any license holder whom he or she has reasonable cause to believe has committed an act of sexual misconduct as defined in Section 22-85.5 of this Code.
           1. **Action Needed**: **All incidents of sexual misconduct must be reported to the Director of the Office of Human Resources to give proper direction to the school and notify the state superintendent of education.  See Policy 1207, “See §1207.2. Reporting Requirements, Compliance, and Cooperation for Lay and Religious Employees and Volunteers, third sentence: ‘In addition to reports required by civil law, these personnel are expected to promptly report allegations of a lay or religious employee or volunteer sexual abuse of a minor, or an allegation made against any other lay or religious employee or volunteer, to the HR Director at telephone number (217-321-1155) unless prohibited by applicable Church law (Canon 983, §1).’”**
        3. School districts, charter schools, and nonpublic schools are required to notify students and parents of alleged sexual misconduct and when formal action is taken due to an allegation of sexual misconduct.
           1. **Action Needed: See Sexual Misconduct Allegation Notification Requirements on p. 15 of the FAQ’s** [**Faiths-Law-Guidance-FAQ.pdf (isbe.net)**](https://www.isbe.net/Documents/Faiths-Law-Guidance-FAQ.pdf) **beginning with Question Q.11.**
        4. Applicants must complete an employment history review prior to working at a school.
           1. **Action Needed: Review Employment History Review Requirements on p. 19 of the FAQ’s** [**Faiths-Law-Guidance-FAQ.pdf (isbe.net)**](https://www.isbe.net/Documents/Faiths-Law-Guidance-FAQ.pdf) **beginning with Question Q.22.**

The applicant must complete: [Temp1-ISBE-Sexual-Misconduct-Disclosure-Form-Applicant.pdf](https://www.isbe.net/Documents/Temp1-ISBE-Sexual-Misconduct-Disclosure-Form-Applicant.pdf)

The prospective employer and applicant must both complete: [Temp2-Auth-Release-Sexual-Misconduct-Related-Info.pdf (isbe.net)](https://www.isbe.net/Documents/Temp2-Auth-Release-Sexual-Misconduct-Related-Info.pdf). The employer must then forward the application to current/former employers.

This applies to all employees offered employment since July 1, 2023.