

APPENDIX F: FAITH'S LAW

In strict compliance with Illinois law (105 ILCS 5/22-85.5), commonly known as Faith's Law, West Suburban Montessori School requires all administrators, teachers, staff, coaches, volunteers, and contractors to strictly adhere to the Code of Ethics for Illinois Educators and maintain professional boundaries with students at all times. Employees are absolutely prohibited from engaging in any form of "sexual misconduct" with a student, which state law defines as any verbal, nonverbal, written, electronic, physical activity directed toward or with a student to establish a romantic or sexual relationship. This prohibition explicitly bans romantic dialogue, sexually suggestive comments, erotic exposure, personal sexual disclosures, or inappropriate physical contact. To maintain these essential boundaries, staff must comply with strict operational protocols: personal texting, emailing, or social media communication with students is strictly forbidden, and all electronic contact must occur via official school platforms for educational purposes only. Furthermore, employees may not transport students in personal vehicles or take or possess photos/videos of students unless explicitly authorized by administration for school-sanctioned purposes. Meeting with a student or contacting a student outside of your role as their teacher is not permitted.

Under the Illinois Abused and Neglected Child Reporting Act (ANCRA), every employee is a legally mandated reporter and must immediately notify the Department of Children and Family Services (DCFS) and school administration if they witness or suspect any sexual misconduct or "grooming" behaviors. Grooming encompasses any pattern of behavior used to lower a student's inhibitions or manipulate them to prepare them for abuse. Similarly, all employees must report prohibited behaviors and/or boundary violations consistent with Title IX. All personnel must complete all state-mandated training modules upon hire at required intervals, including child abuse prevention, grooming awareness, and educator ethics. Any violation of this Code of Professional Conduct, or any failure to fulfill legal mandated reporting obligations, compromises student safety and will subject the employee to immediate disciplinary action, up to and including termination of employment, referral to law enforcement, and reporting to the Illinois State Board of Education (ISBE) for license revocation.²

² Faith's Law language revised 9/3/2026