



# Policy

**Policy Title:** Culture of Equity & Support

**Number:**A4500

**Policy Type:** Administrative

**Responsible:**

**Related Policies:**

**Linked Procedures:** A4500.00

**Related Laws:**

**Related Standards:**

**HLC Criterion:**

## Policy Statement

Section 4000  
Policy No. 4515

### TITLE IX Sexual Harassment & Discrimination

Shawnee Community College (the “College”) is committed to maintaining a learning and working environment that is free from sexual harassment and all other forms of harassment and discrimination against a person because of their actual or perceived race, color, national origin, ancestry, religion, sex, gender, age, physical or mental disability, marital status, gender identity, gender expression, pregnancy, order of protection status, military status, unfavorable discharge from military service, political affiliation, sexual orientation or any other such status protected by the provisions of the Illinois Human Rights Act or other applicable laws. In accordance with Illinois law, the College shall reasonably accommodate the religious observance of individual students in regard to admissions, class attendance, and the scheduling of examinations and work requirements. The College shall not discriminate against any current or prospective student or employee or any other individual based on the aforementioned statuses and prohibits any form of harassment or discrimination in the learning and working environment at any College-sponsored events, and in all admissions and employment activities. Management and supervisory personnel at all levels are responsible for taking necessary actions to prevent sexual harassment or any other form of harassment or discrimination.

Harassment and discrimination are prohibited under Titles VI and VII of the Civil Rights Act of 1964, as amended in 1991, Title IX of the Educational Amendment of 1972, the Illinois Workplace Transparency Act, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, and the Illinois Human Rights Act. Any individual who believes they have experienced harassment, discrimination, or unreasonable denial of an educational or employment benefit based on an actual or perceived protected status may seek redress through this policy as outlined in the procedures. Inquiries and/or grievances may also be directed to the Assistant Secretary of the Department of Education, the Illinois Department of Human Rights or the Equal Employment Opportunity Commission. Discrimination by a student or employee shall be cause for disciplinary action including, but not limited to the expulsion of the student or termination of the employee. The clear and convincing evidence-standard shall be used in determining whether a violation of this policy has occurred. Retaliation for making a good-faith

complaint of harassment or discrimination or for participating in an investigation is also prohibited by law.

The College has designated Title IX officers to ensure compliance with these provisions. The College will provide up-to-date contact information in the procedures of this policy: on the College website, within handbooks and catalogs, and physically posted on the Administration area bulletin board and student commons areas. All applicants for admission and employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the College will be notified of this policy. For the purposes of this policy, the “learning and working environment” is not limited to a physical location to which an employee is assigned to perform his or her duties or a student is accessing instruction and/or resources.

<b>Change Log</b>		<b>Governance Unit: Student Affairs</b>
<b>Date</b>	<b>Description of Change</b>	