

934 **PROHIBITION OF SEX-BASED MISCONDUCT**

The College of Lake County (“College”) is committed to maintaining a safe and healthy educational and employment environment that is free from discrimination, harassment and other misconduct on the basis of sex, which includes sexual orientation and gender-related identity. The College prohibits all forms of sex-based misconduct, including but not limited to sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, and stalking. The College also prohibits discrimination and harassment on the basis of sex, sexual orientation, gender identity or expression, marital status, parental status, pregnancy, and domestic violence under its Policy on Non-Discrimination and Harassment (Board Policy 937).

This Policy applies to all College employees, students, visitors, volunteers, independent contractors, elected officials, and third-parties in connection with any College program or activity, whether on or off campus.

It is the policy of the College of Lake County to comply with Title IX of the *Education Amendments of 1972* (“Title IX”), the *Violence Against Women Reauthorization Act* (“VAWA”), Title VII of the *Civil Rights Act of 1964* (“Title VII”), the *Illinois Human Rights Act*, the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* (“Clery Act”), the *Preventing Sexual Violence in Higher Education Act*, and all other applicable laws and local ordinances regarding unlawful sex-based discrimination, harassment or other misconduct.

Individuals found to have engaged in prohibited sex-based misconduct may be subject to corrective or disciplinary action, up to and including termination and/or expulsion from the College.

Title IX Compliance

As required under Title IX, the College does not discriminate on the basis of sex in the education program or activity it operates. This requirement not to discriminate extends to admission and employment.

The College has designated a Title IX Coordinator, who is responsible for coordinating the College’s efforts to comply with its responsibilities under Title IX. Inquiries about the application of Title IX and 34 C.F.R. Part 106 may be directed to the College’s Title IX Coordinator, the Assistant Secretary for Civil Rights at the United States Department of Education, or both.

Employees and Elected Officials

The College has designated the Executive Director of Human Resources to receive grievances under Title VII. Sex-based misconduct involving elected officials is to be reported to the College Board Chair or the College President.

Retaliation Prohibited

Any form of retaliation, including intimidation, threats, harassment and other adverse action taken or threatened against any complainant or person reporting sex discrimination, sexual harassment or other sex-based misconduct, or against any person cooperating in the investigation of allegations of sex-based misconduct (including testifying, assisting or participating in any manner in an investigation), is strictly prohibited. A person reporting allegations of retaliation may be protected under state or federal law, including but not limited to the *Illinois Whistleblower Act*, the *Illinois Human Rights Act*, and the *State Officials and Employees Ethics Act*.

Sanctions for a False Report

A person who knowingly makes a false report under this policy may be subject to corrective or disciplinary actions, including termination from employment and exclusion from the College.

Procedures

The College has established, published and maintains procedures implementing this Policy, found in their entirety at <http://dept.clcillinois.edu/ssd/TitleIXProcedures.pdf>. The procedures set forth:

- The scope and jurisdiction of the College's prohibition on sex-based misconduct;
- Definitions of prohibited conduct;
- Responsibilities of and contact information for the College's Title IX Coordinator(s) and Department of Human Resources;
- Options for assistance following an incident of sex-based discrimination, harassment or other misconduct;
- Procedures for reporting and confidentially disclosing alleged sex-based misconduct, including a mechanism for reporting and independent review of allegations against one elected official by another elected official;
- The College's response to reports of alleged sex-based misconduct;
- The College's grievance process for complaints alleging Title IX sexual harassment and/or alleging sexual violence, domestic violence, dating violence, or stalking;
- Prevention and education programming provided to College students; and
- Training and education provided to the Title IX Coordinator(s), campus law enforcement, campus security, and anyone else involved in the receipt of reports of, responding to, investigating or adjudicating alleged incidents of sexual discrimination, harassment or other misconduct, or involved in the referral or provision of services to survivors.

(Historical Note: Policy 933, Sexual Harassment, as of 8/14/2020 has been merged with Policy 934. Therefore, Policy 933 has been retired.)

Adopted 10/27/15

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Amended 08/14/20