

## Illinois Gender Violence Act

According to the Illinois Gender Violence Act (740 ILCS 82), a person is in violation under one or more of the following conditions:

1. One or more acts of Violence or physical aggression satisfying the elements of battery under the laws of Illinois that are committed, at least in part, on the basis of sex, whether or not those acts have resulted in criminal charges, prosecution, or conviction.
2. As physical Intrusion or physical invasion of a sexual nature under coercive conditions satisfying the elements of battery under the laws of Illinois, whether or not the act or acts resulted in criminal charges, prosecution or conviction.
3. A threat of an act described in item (1) or (2) causing a realistic apprehension that the originator of the threat will commit the act.

These acts may also be a violation of the College of Lake County ("College") Policy 934 Prohibition of Sex-Based Misconduct, Policy 937 Non-Discrimination and Harassment, and the Title IX Education Amendment of 1972.

Employees is defined:

- a. Any individuals performing services for remuneration within this state for an employer
- b. An apprentice
- c. An applicant for any apprenticeship.

Note: Employees also include a paid unpaid or unpaid intern, PT Flex, Student Worker, POI, or volunteer.

Workplace is defined as:

- a. The employer's premises, including any building, real property, and parking area under the control of the employer, or any location used by an employee while in the performance of the employee's duties. "Workplace" includes activities occurring off premises at employer sponsored events where an employee is not performing the employee's job duties.

Manager's responsibilities:

Contact the College of Lake County Police immediately to report the incident. Managers should also contact the Human Resource Employee Relations Manager to strategize the immediate safety of the employees. This information should remain confidential on a need-to-know basis.