



Policy

Policy Title: Non-Discrimination & Harassment **Number:** BXXXX
Policy Type: Board
Responsible: Human Resources & Student Services
Related Policies: A45xx
Linked Procedures:
Related Laws: Title VI, Title VII, Title IX, 110 ILCS 155, 740 ILCS 24
Related Standards:
HLC Criterion: 1C2, 2A, 3B3, 3C1

Policy Statement

The Board is committed to ensuring the College's learning and work environments reflect the values of inclusiveness, equity, and mutual respect. Specifically, students and employees receive value when they perceive they have been treated equitably in an inclusive environment which leads to mutual understanding and respect; students and employees receive great value when they perceive their campus climate is inclusive and equitable, which often leads to a sense of belonging, improved perceptions of the campus atmosphere, and a willingness to accept intellectual challenges; finally, students receive greatest value from an equitable and inclusive learning environment where their unique learning needs and backgrounds are recognized and embraced which enables them to persist and complete their programs of study.

To achieve these benefits, the Board directs the CEO to:

- Establish, implement, and continuously improve activities, programs, and administrative policies, procedures, guidelines, rules, and practices designed to improve the College's inclusive and equitable learning and work environment.
- Ensure all administrative policies, procedures, rules, guidelines, and practices comply with all applicable laws, including, but not limited to, the Title VI, Title VII, & Title IX components of the Civil Rights Act; the Illinois Civil Rights Act of 2006 (740 ILCS 24); and, the Preventing Sexual Violence in Higher Education Act (110 ILCS 155).
- Ensure administrative policies apply to students, all employees, and third parties at Shawnee Community College.

Change Log

Date of Change	Description of Change	Responsible Party
04-05-21	Initial Adoption	Board of Trustees