



Policy

Policy Title: Culture of Fair Treatment

Number:A4700

Policy Type: Administrative

Responsible: President

Related Policies: [B3001](#), [B3002](#), [B3003](#), A1100, [A1200](#), A4000, A4100, A4300, A4500

Linked Procedures: [A4700.00](#), [A4700.05](#), A4700.10

Related Laws: [Title IV](#), [Title VI](#), [Title VII](#), [Title IX](#), [VAWA](#), [110 ILCS 155](#), [740 ILCS 24](#)

Related Standards:

HLC Criterion: 1C2, 2A, 3B3, 3C1

Policy Statement

Shawnee Community College (SCC) values the pursuit of excellence in all of its programs and services. To that end, the College is committed to ensuring every aspect of our operations, especially our learning and work environments, reflect the values of fairness, inclusiveness, equity, and mutual respect.

In doing so, 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 those ends, the President is directed to

- Establish, implement, and continuously improve operational practices, activities, programs, administrative policies, procedures, guidelines, and rules, designed to improve the College's learning and work environments.
- Ensure all operational practices, activities, programs, administrative policies, procedures, guidelines, and rules, comply with all applicable laws, including, but not limited to the Federal Civil Rights Act ([Title IV](#), [Title VI](#), [Title VII](#), and [Title IX](#)); the Illinois Civil Rights Act of 2006 ([740 ILCS 24](#)), the Violence Against Women Act ([VAWA](#)), and the Preventing Sexual Violence in Higher Education Act ([110 ILCS 155](#)).
- Ensure administrative policies, operational practices, procedures, guidelines, and rules, apply to students, employees, and third-party participants who engage with the College.
- Develop, implement, and continuously improve processes aimed at encouraging transparency and cooperation throughout the shared decision-making process.

Change Log		Governance Unit: DEIB Council
Date	Description of Change	
04.05.21	Initial Adoption - Non-Discrimination & Harassment Policy (Board of Trustees)	
03.07.22	Converted to an Administrative Policy (Board of Trustees); Assigned to DEIB	
05.23.24	Renamed policy; updated language & made minor grammatical changes.	