

**I. Purpose**

Southeastern Illinois College is committed to maintaining a safe and healthy educational environment and prohibits discrimination, harassment and misconduct on the basis of sex, which includes sexual orientation or gender-related identity.

Sex discrimination includes sexual harassment, sexual misconduct and sexual violence. It is the policy of College that no staff member, student or other members of the College community shall be subject to sexual discrimination, harassment, or misconduct.

Individuals found to have violated this policy will be subject to disciplinary action up to and including termination and/or expulsion from the College as determined by such administrative or Board action as is required by law, Board policy and procedure, and/or collective bargaining agreement.

**II. Jurisdiction**

This policy applies to misconduct that occurs:

- A. On College property; or
- B. Off College property if:
  - 1. The conduct was in connection with a College or College-recognized program or activity; or
  - 2. The conduct may have the effect of creating a hostile environment for a member of the College community.

**III. Title IX Coordinator**

The College has designated the Associate Director of Enrollment Services as the Title IX Coordinator.

**IV. Retaliation Prohibited**

Any form of retaliation, including intimidation, threats, harassment and other adverse action taken or threatened against any complainant or person reporting or filing a complaint alleging sexual discrimination, harassment or misconduct or any person cooperating in the investigation of such

allegations (including testifying, assisting or participating in any manner in an investigation) is strictly prohibited.

## **V. Implementing Procedures**

The College will maintain and publish procedures implementing this policy which set forth:

- Definitions of prohibited conduct;
- Responsibilities of and contact information for the College's Title IX Coordinator and Department of Human Resources;
- Options for assistance following an incident of sexual discrimination, harassment and/or misconduct;
- Procedures for reporting and confidentially disclosing sexual discrimination, harassment and/or misconduct;
- Complaint investigation and appeal procedures;
- Prevention and education programming provided to College students and employees; and
- Training and education provided to the Title IX Coordinator, Department of Human Resources, Campus law enforcement, campus security, and anyone else involved in responding to, investigating or adjudicating sexual discrimination, harassment and misconduct incidents, or involved in the referral or provision of services to survivors.

Adopted: May 19, 2009

Amended: February 18, 2020

Legal Ref: