



**BOARD POLICIES**

<p><b>DIVISION</b>          II. College Employees</p>	<p><b>POLICY NUMBER</b>          2.01.01 [1]</p>
<p><b>CATEGORY</b>          2.01.01 Prohibition of Sexual Discrimination, Harassment and Interpersonal Misconduct (Non-Title IX Allegations)</p>	<p><b>DATE</b>          Adopted: 11/1987          Revised: 06/1993, 12/2001, 05/2011,          06/2016, 04/2018, 08/2020</p>

2.01.01 PROHIBITION OF SEXUAL DISCRIMINATION, HARASSMENT AND INTERPERSONAL MISCONDUCT (NON-TITLE IX ALLEGATIONS)

I. Purpose  
 Joliet Junior College (JJC) is committed to providing workplace and educational environments, as well as other benefits, programs, and activities that are free from discrimination, harassment, and retaliation. To ensure compliance with federal and state civil rights laws and regulations and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, JJC has developed institutional policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected class status, and for allegations of retaliation, including but not limited to those allegations. JJC values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

The Secretary of Education amended the regulations implementing Title IX of the Education Amendments of 1972 (Title IX) to be effective August 14, 2020. The final regulations specify how recipients of Federal financial assistance covered by Title IX, including postsecondary institutions must respond to allegations of sexual harassment consistent with Title IX’s prohibition against sex discrimination. These regulations are intended to effectuate Title IX’s prohibition against sex discrimination by requiring colleges to address sexual harassment as a form of sex discrimination in education programs or activities. JJC is committed to adhering to the regulations, as outlined in Board Policy 2.01.16 Prohibition of Sexual Discrimination and Sexual Harassment (Title IX Allegations) and the accompanying institutional policies and procedures. These policies and procedures can be located at [www.jjc.edu/Title-IX](http://www.jjc.edu/Title-IX).

Any allegations that do not meet the standards outlined in Board Policy 2.01.16 Prohibition of Sexual Discrimination and Sexual Harassment (Title IX Allegations) may be addressed through this policy and the accompanying institutional policies and procedures. These policies and procedures can be located at [www.jjc.edu/Title-IX](http://www.jjc.edu/Title-IX).



**BOARD POLICIES**

<p><b>DIVISION</b>          II. College Employees</p>	<p><b>POLICY NUMBER</b>          2.01.01 [2]</p>
<p><b>CATEGORY</b>          2.01.01 Prohibition of Sexual Discrimination, Harassment and Interpersonal Misconduct (Non-Title IX Allegations)</p>	<p><b>DATE</b>          Adopted: 11/1987          Revised: 06/1993, 12/2001, 05/2011,          06/2016, 04/2018, 08/2020</p>

Conduct which may constitute sexual discrimination, harassment or interpersonal misconduct includes verbal, non-verbal, visual, physical, or textual/electronic conduct. Examples of potential violations are defined in the appropriate institutional procedures.

- II. Jurisdiction  
 This Policy and the related institutional policies and procedures apply to students, faculty, staff, appointees, or third-parties, regardless of sexual orientation or gender-identity, whenever the misconduct occurs, and regardless of any relationship with a member of the College Community or lack thereof:
  - A. On College property; or
  - B. Off College property if:
    - The conduct was in connection with a College or College-recognized program or activity; or
    - The conduct may have the effect of creating a hostile, intimidating, or offensive environment for a member of the College Community.
  
- III. Title IX Coordinator  
 The College has designated the Compliance Officer as the Title IX Coordinator and has identified additional Deputy Title IX Coordinators as listed at [www.jjc.edu/Title-IX](http://www.jjc.edu/Title-IX). Individuals alleging a violation of Title IX as defined by Board Policy 2.01.16 Prohibition of Sexual Discrimination and Sexual Harassment (Title IX Allegations) or of any area covered by this policy may report this allegation to the Title IX Coordinator or Deputy Coordinators as listed at [www.jjc.edu/Title-IX](http://www.jjc.edu/Title-IX).
  
- IV. Reporting Allegations of Sexual Discrimination, Harassment, and Interpersonal Misconduct  
 The College encourages victims/complainants of sexual discrimination, harassment and/or interpersonal misconduct, including sexual or dating violence, to talk to a professional or other support person about what happened so that victims/complainants



<b>BOARD POLICIES</b>
-----------------------

<b>DIVISION</b> II. College Employees	<b>POLICY NUMBER</b> 2.01.01 [3]
<b>CATEGORY</b> 2.01.01 Prohibition of Sexual Discrimination, Harassment and Interpersonal Misconduct (Non-Title IX Allegations)	<b>DATE</b> Adopted: 11/1987 Revised: 06/1993, 12/2001, 05/2011, 06/2016, 04/2018, 08/2020

can get the support they need and so that the College can provide information on options for reporting.

- **File an anonymous report** by calling the **JJC Sexual Misconduct Hotline** at **(815) 280- 2888**, available 24 hours a day or file an anonymous online incident report on the College’s [Title IX Website](#). Anonymous reports are accepted but are not able to be investigated through the Title IX process without a formal complaint. Because anonymous reporting carries no obligation to initiate a formal response, a Complainant should not fear a loss of privacy by making a report that allows JJC to discuss and/or provide supportive measures. Individuals can file an anonymous report by calling or by filing an anonymous online incident report which is found at [www.jjc.edu/Title-IX](http://www.jjc.edu/Title-IX).

In cases where an individual has not had their concerns resolved or does not feel comfortable bringing forward a formal report to JJC, there are additional options for reporting:

- The Illinois Department of Human Rights “IDHR” is the state agency, which prohibits discrimination in the area of Sexual Harassment in Education. Inquiries regarding a charge of discrimination can be made to:

**Illinois Department of Human Rights Chicago Office**  
 100 W. Randolph Street                      10<sup>th</sup> Floor, Intake Unit  
 Chicago, IL 60601                              Telephone: (312) 814-6200

- Inquiries concerning the application of Title IX and complaints may be referred to the United States Department of Education’s Office for Civil Rights:

**Office for Civil Rights, Chicago Office**  
 U.S. Department of Education    Citigroup Center  
 500 W. Madison Street, Suite 1475  
 Chicago, IL 60661-4544              Telephone: (312)730-1560  
 Email: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov)



<b>BOARD POLICIES</b>
-----------------------

<b>DIVISION</b>	<b>POLICY NUMBER</b>
II. College Employees	2.01.01 [4]
<b>CATEGORY</b>	<b>DATE</b>
2.01.01 Prohibition of Sexual Discrimination, Harassment and Interpersonal Misconduct (Non-Title IX Allegations)	Adopted: 11/1987 Revised: 06/1993, 12/2001, 05/2011, 06/2016, 04/2018, 08/2020

Different employees/positions on campus have different abilities to maintain victim/complainant’s confidentiality, as defined in the institutional policies and procedures.

**Privileged and Confidential Communications**

**Student Wellness Advocates**  
 Licensed Mental Health Providers Phone: (815) 280-2936

A victim/complainant may also contact an off-campus crisis resource who can maintain confidentiality.

**Sexual Assault Service Center**  
 (815) 730-8984 (24 hour Hotline)

**Guardian Angel Community Services**  
 168 N. Ottawa St. Joliet, IL 60432  
 (815) 729-0930  
 Website: <http://www.guardianangelhome.org>

**Groundwork Domestic Violence Program**  
 168 N. Ottawa St., Joliet, IL 60432  
 24-hour domestic violence hotline  
 (815) 729-1228

- V. **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 interpersonal 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. No individual making a report will be retaliated against even if a report made in good faith is not



<b>BOARD POLICIES</b>
-----------------------

<b>DIVISION</b>	<b>POLICY NUMBER</b>
II. College Employees	2.01.01 [5]
<b>CATEGORY</b>	<b>DATE</b>
2.01.01 Prohibition of Sexual Discrimination, Harassment and Interpersonal Misconduct (Non-Title IX Allegations)	Adopted: 11/1987 Revised: 06/1993, 12/2001, 05/2011, 06/2016, 04/2018, 08/2020

substantiated. In addition, any witness will be protected against retaliation. The Complainant/person reporting is entitled to whistleblower protections under the State Officials and Employees Ethics Act, the Whistleblower Act, and the Illinois Human Rights Act, and other federal or state law as applicable.

VI. Consequences of Policy Violation

Members of the College Community who are found in violation of this policy or the related institutional policies and procedures will be subject to disciplinary action. Employees found in violation are subject to action that could include reprimand, demotion, denial of promotion, termination from employment or from educational programs, or other appropriate administrative action. Students found in violation are subject to disciplinary action in accordance with the Student Code of Conduct.

The College also will subject to discipline any person who knowingly makes a false report or otherwise provides false information in connection with a report of sexual discrimination, harassment or misconduct involving a member of the college community. This prohibition against false reports or statements does not apply to reports or statements which are made in good faith but ultimately found not to be substantiated.

VII. Procedures

The College maintains published institutional policies and procedures related to implementing this policy in accordance with federal and state regulations.