



DIVISION II. College Employees and Students	POLICY NUMBER 2.01.01 [1]
CATEGORY 2.01.01 Prohibition of Sexual Discrimination, Harassment and Misconduct	DATE Adopted: 11/1987 Revised: 06/1993, 12/2001, 05/2011, 06/2016, 04/2018

2.01.01 PROHIBITION OF SEXUAL DISCRIMINATION, HARASSMENT AND MISCONDUCT

I. Purpose

The College is committed to maintaining a safe and healthy educational and employment environment. The College expressly 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.

Conduct which may constitute sexual harassment includes:

- Verbal: sexual innuendos, suggestive comments, insults, humor, and jokes about sex, anatomy or gender-specific traits, sexual propositions, threats, repeated requests for dates, or statements about other employees or students, even outside of their presence, of a sexual nature;
- Non-verbal: suggestive or insulting sounds (whistling), leering, obscene gestures, sexually suggestive bodily gestures, “catcalls,” “smacking,” or “kissing” noises;
- Visual: posters, signs, pin-ups, or slogans of a sexual nature, viewing pornographic material or websites;
- Physical: touching, unwelcome hugging or kissing, pinching, brushing the body, any coerced sexual act, or actual assault;
- Textual/Electronic: “sexting” (electronically sending messages with sexual content, including pictures and video), the use of sexually explicit language, harassment, cyber stalking and threats via all forms of electronic communication (e-mail, text/picture/video messages, intranet/on-line postings, blogs, instant messages, and social network websites).



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Students found to have violated this policy will be subject to disciplinary action up to and including expulsion from the College.

Employees found to have violated this policy will be subject to disciplinary action up to and including termination from employment with the College.

- II. Jurisdiction
 This Policy applies 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 the Dean of Students and the Executive Director of Human Resources as the Deputy Title IX Coordinators. The College may identify additional individuals and/or positions to serve as Deputy Title IX Coordinators.

- IV. Reporting Allegations of Sexual Discrimination, Misconduct and Harassment
 The College encourages victims of sexual discrimination, harassment and/or misconduct, including sexual violence, to talk to somebody about what happened so that victims can get the support they need and so that the College can respond appropriately. Victims and/or complainants are encouraged to file a complaint identifying the accused individual and describing the conduct, incident(s) or occurrence(s) that form the basis for the claim. The victim and/or complainant are



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encouraged to file the complaint as soon as possible after the incident to ensure a prompt and effective remedy. It is preferred that the complaint be in writing, signed by the victim/complainant and include the contact information for the complainant. However, the College will process the complaint regardless of whether it is in writing.

All allegations, including anonymous reports, will be accepted and investigated regardless of how the matter comes to the attention of the College. However, because of the serious implications of sexual harassment charges and the difficulties associated with the investigation, the claimant’s willing cooperation is a vital component of an effective inquiry and appropriate outcome.

Reports/complaints may be submitted to:

- Title IX Coordinator, Dr. Tracy Morris, (815) 280-2704 or in A-3116
- Deputy Title IX Coordinator, Dean of Students, Cynthia Vasquez-Barrios, (815) 280-2309 or in A-1100
- Deputy Title IX Coordinator, Executive Director of Human Resources, Malinda Carter, (815- 280-2515, A-3009) (Cases that involve employees)
- Deputy Title IX Coordinator, Judy Connelly, Assistant Director of Human Resources, (815) 280-2265 or A-3000 (Cases that involve employees)
- Deputy Title IX Coordinator, Dr. Mary Beth Luna, Professor & Department Chair, Nursing (815) 280-2605
- An employee’s supervisor or any employee whose position is deemed a “Responsible Employee” under Title IX reporting.
- Joliet Junior College Police Department (815) 280-2234 or in G-1013
- **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](#).
- 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:



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Illinois Department of Human Rights Chicago Office

100 W. Randolph Street, 10th 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

Different employees/positions on campus have different abilities to maintain victim/complainant’s confidentiality.

Privileged and Confidential Communications

Student Wellness Advocates

Licensed Mental Health Providers
 A-1100
 Phone: (815) 280-2936

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

Sexual Assault Service Center

(815) 730-8984 (24 hour Hotline)

Guardian Angel Community



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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 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 substantiated. In addition, any witness will be protected against retaliation. 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, as applicable.

- VI. Consequences of Policy Violation
 Members of the College Community who violate this policy will be subject to disciplinary action that could include reprimand, demotion, denial of promotion, termination from employment or from educational programs, or other appropriate administrative action.

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



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reports or statements which are made in good faith but ultimately found not to be substantiated.

- VII. Procedures
 The College maintains published procedures implementing this policy which set forth:
- Definitions of prohibited conduct;
 - Responsibilities of and contact information for the College’s Title IX Coordinator and Deputy Title IX Coordinators;
 - 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
 - Training and education provided to the Title IX Coordinator, Deputy Title IX Coordinators, Department of Human Resources, College Police, Responsible Employees, victim advocates, and anyone else involved in responding to, investigating or adjudicating sexual discrimination, harassment and misconduct incidents.