

POLICY 2.28: PROHIBITING SEX DISCRIMINATION AND HARASSMENT

Sandburg is committed to maintaining a safe and healthy educational and employment environment that is free from sex discrimination, which includes discrimination and harassment based on sex, sex stereotypes, sex characteristics, pregnancy and related conditions, sexual orientation, and gender identity and expression. The college also prohibits discrimination and harassment on the basis of sex, sex stereotypes, sex characteristics, pregnancy and related conditions, sexual orientation, and gender identity and expression under Policy 2.10: Anti-discrimination.

Sandburg complies with Title IX of the *Education Amendments of 1972* ("Title IX"), the *Violence Against Women Reauthorization Act* ("VAWA"), Title VII of the *Civil Rights Act of 1964* ("Title VII"), the *Illinois Human Rights Act*, the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* ("Clery Act"), the *Preventing Sexual Violence in Higher Education Act*, and all other applicable laws and local ordinances regarding unlawful sex-based discrimination, harassment or other misconduct.

Individuals found to have engaged in prohibited sex discrimination will be subject to disciplinary action, up to and including termination and/or expulsion from the college.

I. Title IX compliance

As required under Title IX, Sandburg doesn't discriminate on the basis of sex, and prohibits sex discrimination in the education programs and activities it operates, and extends to admissions and employment.

The college has designated the vice president of institutional resources, vice president of student development and the dean of enrollment management as the Title IX Coordinators, who are responsible for coordinating the college's efforts to comply with its responsibilities under Title IX. Inquiries about the application of Title IX and 34 C.F.R. Part 106 may be directed to the college's Title IX Coordinators, the Assistant Secretary for Civil Rights at the United States Department of Education, or both.

II. Retaliation prohibited

Retaliation, including intimidation, threats, coercion or discrimination against any person who, in good faith, reports or discloses alleged sex discrimination, files a complaint, or otherwise participates or declines to participate in an investigation into allegations of sex discrimination, is strictly prohibited.

III. Implementing procedures

Sandburg will establish, maintain and publish procedures implementing this policy, which set forth:

- The application and scope of the college's prohibition on sex discrimination
- Definitions of prohibited conduct and a definition of consent
- Responsibilities of and contact information for the college's Title IX Coordinators and Director of Human Resources
- Options for assistance following an incident of sex discrimination
- Procedures for reporting and confidentially disclosing alleged sex discrimination
- The college's response to reports of alleged sex discrimination
- The college's grievance procedures for complaints alleging sex discrimination, including complaints alleging sex-based harassment
- A mechanism for reporting and independent review of allegations against one elected official by another elected official
- Prevention and education programming provided to college students
- Training and education provided to all college employees

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