

Sauk Valley Community College
August 26, 2024

Action Item 6.3

Topic: **Board Policy *403.01 Affirmative Action* and *403.02 Non-Discrimination in Employment and Student Relations* – First Reading**

College Health Metric: **Human Resources – The College hires qualified employees and provides competitive benefits to attract and retain faculty and staff; departments provide professional development opportunities for faculty and staff.**

Presented By: **Dr. David Hellmich and Kathryn Snow**

Presentation:

The administration continues the new process of reviewing all Board policies annually. Board Policies *403.01 Affirmative Action* and *403.02 Non-Discrimination in Employment and Student Relations* are being combined into one policy entitled *403.01 Affirmative Action and Non-Discrimination in Employment and Student Relations*.

Recommendation:

The administration recommends the Board approve the revisions to combine *403.01 Affirmative Action* and *403.02 Non-Discrimination in Employment and Student Relations* into one policy (*403.01 Affirmative Action and Non-Discrimination in Employment and Student Relations*) while deleting policy *403.02 Non-Discrimination in Employment and Student Relations* as presented for a first reading.

403.01 Affirmative Action [CURRENT POLICY]

Sauk Valley Community College shall utilize Affirmative Action as required by law. The College has adopted an Affirmative Action Plan. Copies of this document are available in the Learning Resource Center, the office of the Dean of Student Services, and in the office of Human Resources. This plan contains a grievance procedure that any employee, employment applicant, student, or student applicant may obtain by contacting the Chief Human Resources Officer.

Revised: 02-12-1979; 03-23-1987; 08-26-1991; 08-23-1993; 01-26-1998; 09-27-2007

403.02 Non-Discrimination in Employment and Student Relations [CURRENT POLICY]

Sauk Valley Community College is an equal opportunity employer and is committed to an effective policy of non-discrimination and equal opportunity in all employee and student relations. Except to the extent and subject to the exemptions permitted by law, no qualified employee or student shall be excluded from employment or educational opportunity, be denied benefits, or be subjected to discrimination on the basis of race, color, religion, national origin, ancestry, age, sex, sexual orientation (as that term is defined in the Illinois Human Rights Act), marital status, handicap, military status, or unfavorable discharge from military service classified as Re-3 or the equivalent thereof. Violations of this policy on the basis of sex is also governed by the Sexual Misconduct Procedures.

Revised: 01-26-1998; 04-25-2005

403.01 Affirmative Action and Non-Discrimination in Employment and Student Relations [PROPOSED COMBINED POLICY]

Sauk Valley Community College is an equal opportunity and affirmative action employer and complies with applicable federal and state laws prohibiting discrimination (including Title IX of the Educational Amendments of 1972, Section 540 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the CROWN Act of 2023) in all employee and student relations. No person on the basis of race, gender identity/expression, sexual orientation, sex, genetic information, creed, religion, color, marital or parental status, veteran status, age, national origin, membership in any professional group, organization or association, socioeconomic status, or mental or physical disability shall be discriminated against, which includes, but is not limited to, admissions, employment, financial assistance, placement, recruitment, educational programs, and activities. Lack of English skills is not a barrier to admission and participation in educational programs. Violations of this policy on the basis of sex is also governed by the Sexual Misconduct Procedures. Copies of the Affirmative Action document are available in the Human Resources Office or by contacting the Dean of Student Services. Inquiries or complaints may be addressed to the Title IX Coordinator or the Director of Human Resources/Affirmative Action Officer.

Revised: 02-12-1979; 03-23-1987; 08-26-1991; 08-23-1993; 01-26-1998; 04-25-2005; 09-27-2007