

**Sauk Valley Community College
February 24, 2025**

Action Item 4.3

Topic: Board Policy 427.01 *Sexual Harassment Policy* – Second Reading

College Health Metric: Planning – The College conducts thoughtful, systematic planning to support future operations. Plans are updated annually or as necessary.

Presented By: Dr. David Hellmich

Presentation:

The administration continues its process of reviewing all Board policies annually. As a part of this process, Board Policy 427.01 *Sexual Harassment Policy* has been reviewed and updated with recommended edits.

Recommendation:

The administration recommends the Board approve the revisions to 427.01 *Sexual Harassment Policy* as presented for a second reading.

427.01 Sexual Harassment Policy

Applicable Statute: Title VII of the Civil Rights Act of 1964

1. The College shall provide its employees, and students, and visitors a safe and respectful an educational and employment environment prohibiting harassment based on sex or gender, including sexual harassment, as defined below. The College provides an environment free from unwelcome sexual advances by employees of the College, free from requests for sexual favors by employees of the College, and free from other verbal or physical conduct by employees constituting sexual harassment as herein defined and as is otherwise prohibited by state or federal law. The College prohibits all forms of harassment, including sexual harassment, as well as retaliation against those who report such incidents.
2. Sexual harassment is unwelcome sexual advances, the request for sexual favors, or other verbal or physical conduct of a sexual nature when:
 - a. Submission to such conduct is made a condition of an individual's employment or education;
 - b. Submission to or rejection of such conduct is used as a basis for decisions affecting the individual's employment, education, or participation in college programs; and/or
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive environment.
3. The College shall develop, make publicly available, and review and update at least annually a set of *Sexual Misconduct Procedures* in compliance with Title VII and other applicable statutes.

Revised: 08-26-1991, 11-22-1993, 11-28-1994, 06-25-1998, 05-22-2000, 09-26-2005, 08-31-2020

Cabinet Reviewed: 11-05-2024