It is the policy of Kishwaukee College, in keeping with efforts to establish an environment in which the dignity and worth of all members of the College community are respected, that discrimination, harassment, and misconduct on the basis of sex of any employee, student or other member of the Kishwaukee community is unacceptable and strictly prohibited. Violating this policy or knowingly making a false report may result in disciplinary action, up to and including termination.

Sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of sexual nature, when:

- Submission to such conduct is made whether explicitly or implicitly a term or condition of an individual’s employment;
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting that individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive work environment.

This policy applies wherever the misconduct occurs on College property or off College property if (1) the conduct was in connection with a College or College-recognized program or activity; or (2) the conduct may have the effect of creating a hostile environment for a member of the College community.

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 of any person cooperating in the investigation of such allegations (including testifying, assisting or participating in any manner in an investigation) is strictly prohibited. Whistleblower protections are also available under the State Official and Employees Ethics Act, the Whistleblower Act, and/or the Illinois Human Rights Act.

Any claim of sexual discrimination, harassment, and/or misconduct may be confidentially reported to one of the College’s designated Title IX Coordinators, or, in the case of an employee, his or her supervisor or the Office of Human Resources. The contact information for the College’s designated Title IX Coordinators is listed on the College website at [www.kish.edu/titleix](http://www.kish.edu/titleix). Claims of sexual discrimination, harassment, and/or misconduct may also be made by e-mailing the designated Title IX Coordinators at cmccluskey@kish.edu (Executive Director Human Resources) or mrothmeyer@kish.edu (Vice President Student Services). In addition, individuals covered by this policy have a right to file claims of sexual discrimination and harassment with the Illinois Department of Human Rights.