



CHAPTER 3	SECTION NO.
Student Policies	3.18
REFERENCE	<i>Adopted: October 12, 2010</i>
3.18 Student Harassment/Discrimination	<i>Reviewed October 12, 2010; April 10, 2018; July 14, 2020; October 13, 2020; April 8, 2025</i>
	<i>Revised: April 10, 2018, July 14, 2020; October 13, 2020; April 8, 2025</i>

Kishwaukee College values and respects each and every student. We are committed to fostering a diverse educational environment that cultivates the best in each student.

Kishwaukee faculty and staff are responsible for maintaining an environment where neither the fair evaluation of a student's academic performances nor the quality of students' education is diminished by hostility, discrimination or harassment from faculty, staff, fellow students or any other member of the Kishwaukee College community.

Harassment or discrimination based on race, color, ancestry, sex, gender identity and gender expression, sexual orientation, religion, national origin, age, disability, marital status, pregnancy, reproductive health decisions, order of protection, military status, unfavorable discharge from military service, or any other legally protected category is strictly 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 harassment or discrimination or any person cooperating in the investigation of such allegations (including testifying, assisting or participating in any manner in an investigation) is strictly prohibited. Harassment is prohibited in all areas of the College. This includes off-campus sites 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.

Complaints of sexual harassment, discrimination or misconduct involving students shall be reported to the College's Title IX Coordinators at mrothmeyer@kish.edu (Vice President Student Services) or sswiger@kish.edu (Executive Director Human Resources). Complaints of general harassment and discrimination involving employees shall be reported to the Executive Director of Human Resources at 815-825-9732 or kishhr@kish.edu.

For more information regarding sexual harassment, discrimination or misconduct involving students, please see the College's Prohibiting Sex Based-Misconduct Policy (Board Policy 2.13.14.01). This Policy includes definitions of prohibited conduct, options for assistance following an incident of sexual discrimination, sanctions and protective measures to address misconduct and other Title IX compliance information. The College's procedures on Prohibiting Sex Based Misconduct are located at <https://kish.edu/about/college-information/title-ix.php>. You may also contact the Title IX Coordinators at mrothmeyer@kish.edu (Vice President Student Services) or sswiger@kish.edu (Executive Director Human Resources).