



CHAPTER 4	SECTION NO.
College Operations	4.10
REFERENCE 4.10 Equal Employment Opportunity	<i>Adopted: October 12, 2010</i>
	<i>Reviewed: October 12, 2010; April 10, 2018; July 14, 2020; April 8, 2025</i>
	<i>Revised: April 10, 2018; July 14, 2020; April 8, 2025</i>

Kishwaukee College shall provide equal employment opportunities to all persons regardless of their race, color, ancestry, sex, gender identity and gender expression, sexual orientation, religion, national origin, age, marital status, pregnancy, reproductive health decisions, physical or mental handicap or disability (if otherwise able to perform the essential functions of the job with reasonable accommodation) order of protection status, military status, unfavorable discharge from military service, work authorization status or any other legally protected category.

Persons who believe they have not received equal employment opportunities should report their claims to the Executive Director of Human Resources or email kishhr@kish.edu. No employee or applicant will be discriminated against or retaliated against because they: (1) requested, attempted to request, used or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act or (2) initiated a complaint, was a witness, supplied information or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or of State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation or provide knowingly false information.

Inquiries regarding compliance may be directed to the Executive Director of Human Resources at Kishwaukee College.