



At North Central College, supporting our diverse, inclusive, and global community is central to our core values. Our campus has a history of faculty, staff and students working together to foster a campus environment where acts of discrimination, harassment and sexual misconduct are not tolerated. North Central College's Discrimination, Harassment, Sexual Misconduct and Retaliation Policy (available at www.northcentralcollege.edu/nondiscriminationpolicy) is designed to promote a safe, non-discriminatory environment reflective of our commitment to diversity, inclusion, academic freedom, and free speech.

Included in this policy is the non-discrimination statement for the College and the associated complaint resolution procedures. Any member of the North Central College community has the right to raise concerns or make a complaint about discrimination, harassment, sexual misconduct or retaliation under this policy. All faculty and staff should review the policy and procedures and understand where resources are located on campus.

All faculty and staff are considered "responsible employees," mandating that they report complaints about sex or gender-based discrimination, harassment, sexual misconduct, retaliation, discrimination against pregnant and parenting individuals, or discrimination against individuals with disabilities to:

- Rebecca Gordon
Assistant Vice President for Equity, Diversity and Inclusion and Title IX/504 Coordinator
524 Old Main
30 N. Brainard
(630) 637-5340
rgordon@noctrl.edu
[Sexual Misconduct \(Title IX\) Reporting Form](#)

Confidential reports about sexual misconduct can be made to:

- Tatiana Sifri
Campus Advocate and Director of the Dyson Wellness Center
2nd floor of Benedetti-Wehrli Stadium
455 S. Brainard
(630) 637-5550
tsifri@noctrl.edu

Anonymous reports can be made by calling the Campus Conduct Hotline (24 hours) at (866) 943-5787.

The Sexual Misconduct Resource Guide is available at www.northcentralcollege.edu/titleix.

Reports or complaints about any other forms of discrimination or harassment should be made via the online [Bias Incident Reporting Form](#) or to either:

- Mary Spreitzer
Assistant Vice President for Human Resources
Deputy Title IX Coordinator
30 N. Brainard
(630) 637-5754
mspreitzer@noctrl.edu
- Dorothy Pleas
Chair of the Bias Incident Response Team
Director of Multicultural Affairs
30 N. Brainard
(630) 637-5156
djpleas@noctrl.edu

External Inquiries/reports may also be made to:

- Office for Civil Right (OCR); Chicago Office
U.S. Department of Education
Citigroup Center
500 W. Madison Street,
Suite 1475
Chicago, IL 60661-4544
Telephone: (312) 730-1560
Fax: (312) 730-1576
Email: OCR.Chicago@ed.gov

The Discrimination, Harassment, Sexual Misconduct and Retaliation policy complies with the Equal Pay Act of 1963, Title VI and VII of the Civil Rights Act of 1964, the Americans with Disabilities Act Amendments Act, Section 503 and 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, Title IX of the Education Amendments Act of 1972, the Pregnancy Discrimination Act of 1978, the Uniformed Services Employment and Re-employment Act, the Vietnam-Era Veterans Readjustment Assistance Act of 1974, the Genetic Information Nondiscrimination Act of 2008, Illinois Preventing Sexual Violence in Higher Education Act, and the Illinois Human Rights Act.

Questions or concerns regarding this policy can be directed to Dr. Rebecca Gordon, Assistant Vice President of Equity, Diversity, and Inclusion and Title IX/504 Coordinator via rgordon@noctrl.edu or (630) 637-5340. Presentation requests for department, programs or staff meetings, classes, and student organizations are welcomed.

Disability Discrimination Policy and Accommodation

The College is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws and regulations pertaining to individuals with disabilities. Under the ADA and its

amendments, a person has a disability if they have a physical or mental impairment that substantially limits a major life activity.

The ADA also protects individuals who have a record of a substantially limiting impairment or who are regarded as disabled by the institution, regardless of whether they currently have a disability. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

Faculty and Staff with Disabilities:

Pursuant to the ADA, the College will provide reasonable accommodation(s) to all qualified employees with known disabilities when their disability affects the performance of their essential job functions, except when doing so would be unduly disruptive or would result in undue hardship to the Institution.

Faculty or staff members with a disability are responsible for submitting a request for an accommodation to Human Resources and providing necessary documentation. Human Resources will work with the faculty or staff member's supervisor to identify which essential functions of the position are affected by the employee's disability and what reasonable accommodations could enable the employee to perform those duties.

Human Resources

Old Main, Suite 507

Phone: (630) 637-5757

Online Accommodation Request Form:

<https://cardinalnet.northcentralcollege.edu/employees/accommodation-requests>

Students with Disabilities:

The College is committed to providing qualified students with disabilities with reasonable accommodations and support needed to ensure equal access to the academic programs and activities of the College.

All accommodations are made on a case-by-case basis. A student requesting any accommodation should first contact the Director of Disability/Access Services, who coordinates services for students with disabilities. The Director of Student Disability Services and reviews documentation provided by the student and, in consultation with the student, determines which accommodations are appropriate to the student's particular needs and academic programs.

Director of Student Disability Services

Business and Entrepreneurship Building Rm 152

Phone: (630) 637-5264

Fax: (630) 637-5462

The Assistant Vice President for Equity, Diversity and Inclusion and Title IX/504 Coordinator is responsible for responding to grievances and conducting investigations of any allegation of noncompliance or discrimination based on disability for students, faculty and staff.

Grievances related to disability status and/or accommodations for faculty, staff, and students are addressed in the formal resolution procedures section of this policy.

Disabilities Accommodation in the Equity Resolution Process:

The College is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to the formal and facilitated resolution processes and options at the Institution. Anyone needing such accommodations or support should contact the Director of Student Disability Services or Human Resources for employees, who will review the request and, in consultation with the person requesting the accommodation and the Assistant Vice President for Equity, Diversity and Inclusion and Title IX/504 Coordinator, determine which accommodations are appropriate and necessary for full participation in the process.