



Non-Discrimination Notice

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](#) (also referred to as the Nondiscrimination (Title IX) Policy) 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 employees are considered to be mandated reporters and have the responsibility to report disclosures or observations of sexual misconduct or other forms of discriminatory harassment to:

Dr. Rebecca Gordon
Assistant Vice President for Equity, Diversity and Inclusion
Title IX/504 Coordinator
524 Old Main
30 N. Brainard
630-637-5340
rgordon@noctrl.edu
[Online Sexual Misconduct 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.

Reports 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
507 Old Main
30 N. Brainard
630-637-5754
mspreitzer@noctrl.edu

Dorothy Pleas
Chair of the Bias Incident Response Team Director
of Multicultural Affairs
525 Old Main
30 N. Brainard
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
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 Age Discrimination in Employment Act of 1967, Title IX of the U.S. Department of Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, the Vietnam-Era Veterans Readjustment Assistance Act of 1974, the Pregnancy Discrimination Act of 1978, the Americans with Disabilities Act and ADA Amendments Act of 2008, the Genetic Information Nondiscrimination Act of 2008, the Uniformed Services Employment and Re-employment Act, 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 via rgordon@noctrl.edu or 630-637-5340. Presentation requests for department, programs or staff meetings, classes, and student organizations are welcome.

Policy on Disability Accommodation and Nondiscrimination

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 College, 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.

The Assistant Vice President for Equity, Diversity and Inclusion has been designated as the College's 504 Coordinator responsible for overseeing efforts to comply with these disability laws, including responding to grievances and conducting investigations of any allegation of noncompliance or discrimination based on disability.

Grievances related to disability status and/or accommodations will be addressed using the civil rights procedures outlined below. The party may request disability accommodations during the interview by contacting the investigators or the Assistant Vice President for Equity, Diversity and Inclusion.

Students with Disabilities

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

All accommodations are made on an individualized basis. The Director of Student Disability Services coordinates services for students with disabilities. A student requesting any accommodation should first contact:

Mindy Diaz
Director of Student Disability Services
630-637-5264
mcdiaz1515@noctrl.edu

The Director of Student Disability Services reviews documentation provided by the student and, in consultation with the student, determines which accommodations are appropriate for the student's particular needs and academic program(s).

Employees 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 College.

An employee with a disability is responsible for submitting a request for an accommodation to Human Resources and providing necessary documentation. Human Resources will work with the employee'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
507 Old Main
630-637-5757
humanresources@noctrl.edu
[Online Accommodation Request Form](#)