



Non-Discrimination Notice

At North Central College, our commitment to supporting our diverse, inclusive, and global community continues as 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 Non-Discrimination 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 for all forms of discrimination. 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.

Sexual Misconduct Reporting

All employees are considered to be mandated reporters and have the responsibility to report disclosures or observations of sex or gender-based discrimination, harassment, sexual misconduct, and retaliation via the online [Sexual Misconduct Reporting Form](#) or directly to:

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

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

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

Bias Incident Reporting

Reports or complaints regarding discrimination and/or harassment on the basis of race, ethnicity, country of origin, disability, or any other identified protected class, can be made via the online [Bias Incident Reporting Form](#) or directly to either:

Dorothy Pleas
Chair of the Bias Incident Response Team
Assistant Dean of Students and Director of Multicultural Affairs
525 Old Main
30 N. Brainard
630-637-5156
djpleas@noctrl.edu

Dr. Rebecca Gordon
Assistant Vice President of Equity, Diversity and Inclusion
Title IX/504 Coordinator
524 Old Main
30 N. Brainard
630-637-5340
rgordon@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
Email: OCR.Chicago@ed.gov
Telephone: 312-730-1560
Fax: 312-730-1576

Disability Discrimination Policy and Accommodation

The College is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA), the ADA Amendments Act of 2008, Section 504 and 508 of the Rehabilitation Act of 1973, which prohibits 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 utilizing the online [Reasonable Accommodation Request Form](#). 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
507 Old Main
630-637-5757

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. The Director of Student Disability Services oversees College's compliance to state and federal regulations as it pertains to students with disabilities. A student requesting an accommodation can submit their request and disability verification information online through the [external website](#) or via [the Hub](#).

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

The Director of Student Disability Services reviews the verification provided by the student and, in consultation with the student, determines which accommodations are appropriate for the student's particular needs in order to have equal access to academic programs and the campus environment. The Notice of Accommodation is tailored to each student's needs and are made on a case-by-case basis. Faculty, Residence Life, or other members of the College cannot unilaterally deny accommodation requests without engaging in the interactive process with the Director of Disability Services and student. If faculty have concerns about a particular accommodation request altering the essential nature of their course, they are required to contact the Director of Student Disability Services to consult.

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, determine which accommodations are appropriate and necessary for full participation in the process.

Discrimination, Harassment, Sexual Misconduct and Retaliation Policy

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 of 1990 and the Amendments Act of 2008, Section 504 and 508 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 for 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 welcomed.