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| DIVISION | ADOPTION DATE |
| II College Employees | 11/1993 |
| POLICY NAME | REVISIONS |
| 02.01.13 Equal Opportunity in Employment and Education | Revised: 06/2001, 02/2020, 01/2022 |

02.01.13 EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION

Joliet Junior College is committed to equal opportunity in employment, employment actions, and in the administration of educational programs, admission of students, athletics or other sponsored activities. The College complies in letter and spirit with appropriate federal and state legislation, including but not limited to Title VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments Act of 1972, Illinois Human Rights Act [775 ILCS 5/1] and the Equal Educational Opportunities Act of 1974.

Equal Opportunity in Employment: Joliet Junior College provides equal employment opportunities to all employees and applicants for employment without regards to race, color, ancestry, national origin, gender, gender identity, marital status, sexual orientation, disability, religion, age, results of genetic testing, citizenship status, work authorization status, military status or discharge status, service in the military, and all protected classes under state and federal law. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

In accordance with the Illinois Human Rights Act [775 ILCS 5/2-103.1], the College will not use a conviction record, as defined by Section 1-103(G-5) of the Act, as a basis to refuse to hire, to segregate, or to act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, privileges or conditions of employment, unless otherwise allowed by law. The review procedures and notification processes are outlined in Institutional Procedure 2.01.13.01 Employment Decisions and Conviction Records, which is available on the portal or upon request from the Office of Human Resources.

Equal Opportunity in Education: Joliet Junior College is committed to a policy of nondiscrimination on the basis of race, color, religion, ancestry, national origin age, gender, gender identity, marital status, sexual orientation, disability, unfavorable military discharge, or any other unlawful basis in its admission, employment, and educational programs and activities.

This policy also extends protection and equal treatment of pregnant persons, and individuals with pregnancy and childbirth related conditions in accordance with the Pregnancy

Discrimination Act and Title IX. Pregnancy discrimination, which can include discrimination based on pregnancy, childbirth, or a medical condition related to pregnancy or childbirth, is prohibited and illegal in admissions, educational programs and activities, hiring, leave policies, employment policies, and health insurance coverage.

JJC expressly prohibits any form of unlawful harassment or discrimination based on any of the characteristics mentioned above or any protected class. Improper interference with the ability of other employees to perform their expected job duties or otherwise impedes the ability of a student to succeed will not be tolerated.

The College has established procedures, by which individuals may bring forward concerns or complaints of discrimination and harassment. The College will promptly, thoroughly and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including termination of employment. Retaliation against any individual who brings forward such a complaint or who cooperates or assists with an investigation of such a complaint is both unlawful and strictly prohibited by the College.

Individuals with questions or concerns regarding Equal Opportunity may contact the chief human resources officer at Joliet Junior College.