

**Sauk Valley Community College**  
**March 17, 2025**

**Action Item 4.3**

**Topic:** **Board Policy 403.01 *Affirmative Action and Non-Discrimination in Equal Opportunity in Employment and Student Relations* – First Reading**

**Shared Ethical Values:** **Sauk Valley Community College respects the worth and dignity of all people; stands for integrity and fairness; and encourages responsibility, accountability, and persistence in a caring, supportive environment.**

**Presented By:** **Dr. David Hellmich**

**Presentation:**

The administration continues its process of reviewing all Board policies annually. As a part of this process, Board Policy 403.01 *Affirmative Action and Non-Discrimination in Equal Opportunity in Employment and Student Relations* has been reviewed and updated with recommended edits.

**Recommendation:**

The administration recommends the Board approve the revisions to 403.01 *Affirmative Action and Non-Discrimination in Equal Opportunity in Employment and Student Relations* as presented for a first reading.

#### ***403.01 ~~Affirmative Action and Non-Discrimination in~~ Equal Opportunity in Employment and Student Relations***

- Title IX of the Educational Amendments of 1972
- Section 540 of the Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- CROWN Act of 2023

Sauk Valley Community College is an equal opportunity ~~and affirmative action~~ employer and complies with applicable federal and state laws prohibiting discrimination ~~(including Title IX of the Educational Amendments of 1972, Section 540 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the CROWN Act of 2023)~~ in all employee and student relations. No person on the basis of race, gender identity/expression, sexual orientation, sex, genetic information, creed, religion, color, marital or parental status or family responsibilities, veteran status, age, national origin, membership in any professional group, organization or association, socioeconomic status, or mental or physical disability shall be discriminated against, which includes, but is not limited to, admissions, employment, financial assistance, placement, recruitment, educational programs, and activities. ~~Lack of English skills is not a barrier to admission and participation in educational programs.~~ Students admitted from a foreign country are expected to take the TOEFL exam. A minimum level of competency on the TOEFL exam is part of the consideration of admission. For students who reside in the United States, a lack of English skills is not a barrier to admission and participation in educational programs. Violation of this policy on the basis of sex is also governed by the Sexual Misconduct Procedures. ~~Copies of the Affirmative Action document are available in the Human Resources Office or by contacting the Dean of Student Services.~~ Inquiries or complaints may be addressed to the Title IX Coordinator or the Director of Human Resources/Affirmative Action Officer.

**Revised:** 02-12-1979, 03-23-1987, 08-26-1991, 08-23-1993, 01-26-1998, 04-25-2005, 09-27-2007, 09-23-2024

**Cabinet Reviewed:** 04-02-2024. 3-4-2025