Sauk Valley Community College
November 16, 2026

Action Item 4.1

Topic:	**Board Policy Update: *403.01 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. Jon Mandrell**

Presentation:

The administration continues its process of reviewing all Board policies annually. As a part of this review, *403.01 Equal Opportunity in Employment and Student Relations*, has been revised.

Recommendation:

The administration recommends the Board approve the revision to Board Policy *403.01 Equal Opportunity in Employment and Student Relations* as presented for a first reading.

403.01

Equal Opportunity in Employment and Student Relations

- Title VI and Title VII of the Civil Rights Act of 1964
- Title IX of the Educational Amendments of 1972
- Section 504~~540~~ of the Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990 (ADA)
- Age Discrimination in Employment Act (ADEA)
- CROWN Act of 2023
- Applicable state non-discrimination statutes

Sauk Valley Community College is an equal opportunity employer and educational institution committed to maintaining an environment free from discrimination and harassment. ~~complies with applicable federal and state laws prohibiting discrimination in all employee and student relations~~. SVCC prohibits discrimination in all employee and student relations - including, but not limited to, admissions, employment, financial aid, recruitment, educational programs, and institutional activities on the basis of race, color, ethnicity, hair texture or protective hairstyles, national origin, religion, creed, sex, gender identity or expression, sexual orientation, genetic information, marital or parental status, family responsibilities, veteran status, age, socioeconomic status, mental or physical disability, or membership in any lawful professional or community organization. ~~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 is discriminated against, which includes, but is not limited to, admissions, employment, financial assistance, placement, recruitment, educational programs, and activities.~~

SVCC is committed to providing equal access to education. ~~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~~. English language proficiency assessments (such as the TOEFL) are used solely to determine appropriate academic

placements and support services for international applicants. Lack of English language skills will not be a barrier to admission or participation in vocational and educational programs.

Allegations of sex or gender based discrimination or misconduct are ~~Violation of this policy on the basis of sex is also~~ governed by the Sexual Misconduct Procedures. Inquiries, accommodation requests, or complaints regarding this policy may be addressed to: Student Disability Services, Title IX Coordinator, or the Director of Human Resources. ~~the Title IX Coordinator or the Director of Human Resources.~~

SVCC strictly prohibits retaliation, intimidation, threats, or harassment against any individual who files a complaint, reports discrimination, or participates in an EEO or Title IX investigation.

403.01

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