

Equal Opportunity Statement for Students and Employees 3510

John A. Logan College is an equal opportunity institution.

John A. Logan College is committed to equal access and equal opportunity for all students. Admission, financial aid, student employment, curriculum requirements, extracurricular participation, counseling, placement service, athletic programs, or any other service or program of the College shall be provided without regard to race, religion, color, national origin, **ancestry, marital status, citizenship status**, disability, age, **order of protection status, arrest record**, sexual orientation (**including gender-related identity**), **military status, unfavorable discharge from military service, language, pregnancy or genetics** when such College activity is consistent with the applicable laws and regulations. The admission and retention of (as well as services, programs and activities for) students with identified disabilities will be in accordance with applicable laws and regulations.

The College is also committed to equal opportunity for all employees. Every effort shall be made to insure that all employment decisions, including the hiring, terms and conditions of employment, wages/salaries, promotion, layoffs, retentions, terminations, training, benefits, and social recreation programs, shall be administered without regard to race, religion, color, national origin, **ancestry, marital status, citizenship status**, disability, age, **order of protection status, arrest record**, sexual orientation (**including gender-related identity**), **military status, unfavorable discharge from military service, language, pregnancy, protected veteran status or genetics**.

All grievances filed by a student shall be in accordance with the procedures established in Board Policy 3512 and published in the RIGHTS AND RESPONSIBILITIES: A STUDENT CODE OF CONDUCT. All grievances of any employee shall be filed and handled in accordance with the Board approved grievance system contained in Board Policy 3511. These procedures also apply to Title IX (sex equity), Section 504 (handicapped), and Title VI (minorities) complaints.

Questions in reference to educational opportunities in relation to sex equity (Title IX), handicapped (Section 504), and minorities (Title VI) should be directed to:

College employees should contact:

John A. Logan College
Executive Director of Human Resources
700 Logan College Road, Room C116
Carterville, Illinois 62918
Telephone: (618) 985-2828, Ext. 8589,
or TTY (618) 985-2752

Students should contact:

John A. Logan College
Vice-President for **Instruction**
700 Logan College Road, Room **A15**
Carterville, Illinois 62918
Telephone: (618) 985-2828, Ext. 8362,
or TTY (618) 985-2752

Persons who believe they have been denied equal opportunity may have the right to file and pursue claims through the Illinois Department of Human Rights, the Human Rights Commission and the U.S. Equal Employment Opportunity Commission (EEOC).

These agencies can be reached at:

**Human Rights Commission
William G. Stratton Office
Building
Suite 802
Springfield, Illinois 62706
Tel: (217) 785 - 4350
TDD: (217) 557 - 1500
Fax: (217) 524 - 4877**

**Illinois Department of
Human Rights
Springfield Office
222 South College,
Room 101-A, Intake Unit
Springfield, IL 62704
TEL: (217) 785-5100
TTY: (866) 740-3953
FAX: (217) 785-5106**

**EEOC
Chicago District Office
500 West Madison Street
Suite 2000
Chicago, Illinois 60661
Phone: 1-800-669-4000
Fax: 312-869-8220
TTY: 312-869-8001**

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AMENDED: APRIL 9, 1990; NOVEMBER 22, 1994;
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LEGAL REF.:
CROSS REF.: BOARD POLICIES 3511, 3512, 5110, 5290, 8312, 8310; AND ADMINISTRATIVE
PROCEDURES 308, 807