



At North Central College, supporting our diverse, inclusive, and global community is 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](#) 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. 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.

All faculty and staff are considered "responsible employees," mandating that they report complaints about sex or gender-based discrimination, harassment, sexual misconduct, retaliation, discrimination against pregnant and parenting individuals, or discrimination against individuals with disabilities to:

- Dr. Rebecca Gordon
Title IX/504 Coordinator
[Sexual Misconduct \(Title IX\) Reporting Form](#)
rgordon@noctrl.edu
(630) 637-5340

Confidential reports about sexual misconduct can be made to:

- Jessica Vasquez
Dyson Wellness Center Advocate
Health Education and Victim Services Coordinator
jvasquez@noctrl.edu
(630) 637-5113

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

Reports or complaints about any other forms of discrimination or harassment should be made via the online [Bias Incident Reporting Form](#) or to either:

- John Acardo
Assistant Vice President of Human Resources
Deputy Title IX Coordinator
jjacardo@noctrl.edu
(630) 637-5754
- Dorothy Pleas
Chair of the Bias Incident Response Team
Director of Multicultural Affairs
djpleas@noctrl.edu
(630) 637-5156

External Inquiries/reports may also be made to:

- Office of Civil Right (OCR); Midwest Region
U.S. Department of Health and Human Services
233 N. Michigan Ave., Suite 240
Chicago, IL 60601
Customer Response Center: (800) 368-1019
Fax: (202) 619-3818
TDD: (800) 537-7697
Email: ocrmail@hhs.gov

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 Amendments Act, Section 503 and 504 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, Title IX/504 Coordinator via rgordon@noctrl.edu or (630) 637-5340. Presentation requests for department, programs or staff meetings, classes, and student organizations are welcomed.