

Employees who fail to register with Human Resources within 3 days of employment or conviction will be subject to dismissal.

Note that this IECC registration process is in addition to their responsibility to register with their agency of jurisdiction in which they reside as well as the agency of jurisdiction where they attend school/work.

Due to the presence of minors, IECC has the right to limit access by sex offenders to courses, programs, and areas on campus.

Illinois State Police Sex Offender Registry

To access the statewide registry, or for additional information regarding registered sex offenders in Illinois, visit <https://isp.illinois.gov/Sor/Disclaimer>.

CHRONIC COMMUNICABLE DISEASES (100.10)

Any case of communicable disease reported to the administration will be investigated. Appropriate action will be taken to protect students and college personnel on the basis of qualified medical advice. Contractors to IECC District 529 will be expected to cooperate in implementing this policy.

HAZING POLICY (500.28)

Illinois Eastern Community Colleges (IECC) policy promotes healthy, safe, and balanced lifestyles within the college community. Individual students, student organizations, and athletic teams play a vital role in this process, and provide transformative opportunities for friendship, leadership, and personal growth and discovery. Hazing of any kind is contrary to this policy and illegal in Illinois; therefore, IECC expressly prohibits hazing activities, whether by an individual or an organization. Hazing may also lead to the probation, suspension, or termination of a student organization or athletic team. Disciplinary actions and the appeal process follow the protocol outlined in IECC's Student Code of Conduct which can be found at www.iecc.edu/studentconduct.

Consent

Because of the socially coercive nature of hazing, implied or expressed consent by anyone to hazing is not a defense under this policy.

Definition

For the purposes of this policy, hazing is defined as any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with any IECC college; and which is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of the student. Hazing also

includes soliciting, directing, aiding, or otherwise **participating actively or passively** in the above acts.

IDENTITY THEFT

Identity theft is a widespread and growing national problem. Identity theft occurs when someone wrongly obtains your personal information, such as your Social Security number or driver's license number, and uses that information to obtain credit cards, loans or merchandise and services in your name. In order to control reasonably foreseeable risks to students from identity theft, Illinois Eastern Community Colleges has an Identity Theft Prevention Program and Policy. For more information, visit www.iecc.edu/idtheft.

STUDENT CONDUCT POLICY (500.8)

Illinois Eastern Community Colleges is committed to the personal growth, integrity, freedom of civility, respect, compassion, health, and safety of its students, employees, and community. To accomplish this commitment, IECC is dedicated to providing an environment that is free from discrimination, harassment, retaliation, and harmful behavior that hinders students, employees, or community members from pursuing IECC education or services.

IECC's Student Conduct Policy establishes the Student Code of Conduct to communicate its expectations of students and to ensure a fair process for determining responsibility and appropriate sanctions when a student's behavior deviates from those expectations. IECC sanctions are independent of other sanctions that may be imposed by other agencies as a result of civil or criminal prosecution.

Students, through the act of registration at Illinois Eastern Community Colleges, obligate themselves to obey all rules and regulations published in the college catalog, program and student handbooks, and/or on the website. It's highly recommended that all students review the Student Code of Conduct immediately upon enrolling. It can be viewed at www.iecc.edu/studentconduct, and is available upon request in the Student Services Office at each campus.

POLICY TO ADDRESS A COMPLAINT (100.16)

Illinois Eastern Community College District 529 is committed to providing the IECC community with an avenue to voice concerns or grievances. The purpose of this policy is to provide for the prompt and equitable resolution of complaints and applies to all employees, faculty, and students of the District. It is not applicable to, nor does it supplant, complaints that are governed by other IECC policy, procedure, or the faculty collective bargaining contract.

Employees, faculty, and students are entitled to due process and have the right to their own legal counsel at any time they are being questioned by the administration or Board of Trustees. They shall have the