



**Highland Community College Board of Trustees
Retreat Agenda
September 12, 2024 – 11:00 a.m.
Robert J. Rimington Board Room (H-228)
Highland Community College Student/Conference Center
Freeport, Illinois**

Public access to the meeting is provided online via
<https://highland.zoom.us/j/88320472535?pwd=SmdzVjE3cDRVenFlaFBYRm5sV2VlQT09>
or by phone at 312-626-6799 using meeting ID 883 2047 2535 and Passcode 643643

- I. Call to Order/Roll Call
- II. Approval of Trustee(s) Attending Meeting Via Electronic Means
- III. Approval of Agenda
- IV. Public Comments
- V. Opening Remarks
- VI. Update and Discussion: Feasibility of an Athletic, Learning, and Event Center
 - A. Financing Options
 - B. Responses from YMCA Board to Questions from HCC Board
 - C. Communication Plan
 - D. Next Steps
- VII. Administrative Updates
 - A. Revised Job Descriptions and Emergency Operations Team Responsibilities
 - B. Bike-Hike Trail
 - C. Follow-up on Diversity, Equity, Inclusion, and Belonging (DEIB) Definitions on Website
- VIII. MAIN MOTION (ACTION)**
 - A. First Reading – Revised Policy 3.28: Prohibition of Sex Discrimination (Page 1)
- IX. CLOSED SESSION**
 - A. Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees of the Public Body or Legal Counsel for the Public Body
 - B. Collective Negotiating Matters

Mission

Highland Community College is committed to shaping the future of our communities by providing quality education and learning opportunities through programs and services that encourage the personal and professional growth of the people of northwestern Illinois.

X. ACTION, IF NECESSARY

- A. Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees of the Public Body or Legal Counsel for the Public Body
 - 1. Appointment: Interim Director, Athletics and Physical Education (Handout)
- B. Collective Negotiating Matters

XI. Old Business

XII. New Business

XIII. Dates of Importance

- A. Tuesday, September 24, 2024 – Robert J. Rimington Board Room (H-228)
 - 3:00 p.m. – Budget Work Session
 - 4:00 p.m. – Regular Board Meeting
- B. Tuesday, October 15, 2024 – Robert J. Rimington Board Room (H-228)
 - 4:00 p.m. – Regular Board Meeting
- C. Tuesday through Saturday, October 22 – 26, 2024 – Seattle, Washington
 - Association of Community College Trustees Annual Leadership Congress
- D. Tuesday, November 26, 2024 – Robert J. Rimington Board Room (H-228)
 - 3:00 p.m. – Audit & Finance Committee Meeting
 - 4:00 p.m. – Regular Board Meeting
- E. Thursday, December 12, 2024 – Robert J. Rimington Board Room (H-228)
 - 11:00 a.m. – Quarterly Board Retreat

XIV. Adjournment

Mission

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**AGENDA ITEM #VIII-A
SEPTEMBER 12, 2024
HIGHLAND COMMUNITY COLLEGE BOARD**

**FIRST READING – REVISED POLICY 3.28
PROHIBITION OF SEX DISCRIMINATION**

RECOMMENDATION OF THE PRESIDENT: That the Board of Trustees approves for first reading revised policy 3.28, Prohibition of Sex Discrimination, which is included in Chapter III, Student, of the policy manual.

BACKGROUND: The recommended wording complies with new Title IX regulations effective August 1, 2024, that were released in April 2024. Attorneys Robbins Schwartz worked with the Illinois community colleges to provide recommended policy changes that align with the new regulations. The policy applies to everyone in the College’s education programs and activities, including students, faculty and staff, applicants for admission or employment, and third parties.

BOARD ACTION: _____

3.28 Prohibition of Sex Discrimination- Based Misconduct (Reaffirmed 10/18/20 Revised 2)

A. Policy Statement:

1. Highland Community College is committed to maintaining a safe and healthy educational and employment environment that is free from sex discrimination, which includes discrimination and harassment based on sex, sex stereotypes, sex characteristics, pregnancy and related conditions, sexual orientation, and gender identity and expression. The College also prohibits discrimination and harassment on the basis of sex, sex stereotypes, sex characteristics, pregnancy and related conditions, sexual orientation, and gender identity and expression under its Sexual Misconduct and Violence (3.27), Discrimination-Related Harassment (4.035), and Sexual Harassment (4.034) policies.
- ~~1. discrimination, harassment and other misconduct on the basis of sex, which includes sexual orientation and gender-related identity. The College prohibits all forms of sex-based misconduct, including but not limited to sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, and stalking. The College also prohibits discrimination and harassment on the basis of sex, sexual orientation, gender-related identity and expression, pregnancy, and parental status under its Sexual and Other Harassment policy 4.034.~~
2. It is the policy of Highland Community College to comply with Title IX of the Education Amendments of 1972 (“Title IX”), the Violence Against Women Reauthorization Act (“VAWA”), Title VII of the Civil Rights Act of 1964 (“Title VII”), the Illinois Human Rights Act, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), the Preventing Sexual Violence in Higher Education Act, and all other applicable laws and local ordinances regarding unlawful sex-based discrimination, harassment or other misconduct.
- ~~3.~~ Individuals found to have engaged in prohibited sex-based misconduct will be subject to disciplinary action, up to and including termination and/or expulsion from the College.

B. Title IX Compliance:

1. As required under Title IX, the College does not discriminate on the basis of sex and prohibits sex discrimination in the education program or activity that it operates. The College’s commitment not to discriminate and prohibition on discrimination ~~This requirement not to discriminate~~ extends to admission and employment.
2. The College has designated the VP/CSSO, Student Development and Support Services as the Title IX Coordinator(s), who is responsible for coordinating the College’s efforts to comply with its responsibilities under Title IX. Inquiries about the application of Title IX and 34 C.F.R. Part 106 may be directed to the College’s Title IX Coordinator(s), the Assistant Secretary for Civil Rights at the United States Department of Education, or both.

C. Retaliation Prohibited:

1. ~~Any form of Retaliation, including intimidation, threats, coercion or discrimination against any person who, in good faith, reports or discloses alleged sex discrimination, files a complaint, or otherwise participates or declines to participate in an investigation into allegations of sex discrimination, is strictly prohibited.~~
1. ~~harassment and other adverse action taken or threatened against any complainant or person reporting sex discrimination, sexual harassment or other sex-based misconduct, or against any person cooperating in the investigation of allegations of sex-based misconduct (including testifying, assisting or participating in any manner in an investigation), is strictly prohibited.~~

D. Implementing Procedures:

1. The College will establish, maintain, and publish procedures implementing this policy, which set forth:
 - a. The application and scope and jurisdiction of the College's prohibition on sex-based misconduct discrimination;
 - b. Definitions of prohibited conduct and a definition of consent;
 - c. Responsibilities of and contact information for the College's Title IX Coordinator(s) and Department of Human Resources;
 - d. Options for assistance following an incident of sex-based discrimination, ~~harassment or other misconduct~~;
 - e. Procedures for reporting and confidentially disclosing alleged sex discrimination-sex-based misconduct, including a mechanism for reporting and independent review of allegations against one elected official by another elected official;
 - f. The College's response to reports of alleged sex ~~-based misconduct~~discrimination;
 - g. The College's grievance process for complaints alleging sex discrimination, including complaints alleging sex-based harassment~~Title IX sexual harassment and/or alleging sexual violence, domestic violence, dating violence, or stalking~~;
 - h. A mechanism for reporting and independent review of allegations against one elected official by another elected official;
 - ~~h.i.~~ Prevention and education programming provided to College students; and
 - ~~i.j.~~ Training and education provided to ~~the Title IX Coordinator(s), campus law enforcement, campus security authorities, investigators, adjudicators, and anyone else involved in the receipt of reports of, responding to, investigating or adjudicating alleged incidents of sexual discrimination, harassment or other misconduct, or involved in the referral or provision of services to survivors~~ all College employees.