

EQUAL OPPORTUNITY STATEMENT

Harper College does not discriminate on the basis of race, color, religion, sex, national origin, ancestry, age, marital status, sexual orientation, disability or unfavorable discharge from military service. This policy governs the recruitment and admission of students, the recruitment and employment of faculty and staff, and the operation of any of the College's programs and activities as specified by federal laws and regulations. It is also the policy of Harper College that no student or employee shall be subjected to sexual harassment, which is regarded as a form of discrimination. Statutory references which support this practice include, but are not limited to the following:

- The Americans with Disabilities Act (ADA)
- The Illinois Human Rights Act (IHRA)
- Title VII of the Civil Rights Act
- The Vietnam Era Veterans and Veterans Act
- The Cook County Human Rights Ordinance
- The Family Medical Leave Act (FMLA)
- Title VI and Title IX of the Educational Amendments Act
- The Family Education Rights Privacy Act (FERPA)
- The Prevailing Wage Act
- The Freedom of Information Act (FOIA)
- The Gift Ban Act
- The Open Meetings Act
- The Investment of Public Funds Act
- The Tort Immunity Act
- The Health Insurance Portability and Accountability Act (HIPAA).

Inquiries regarding Title IX and Sexual Misconduct should be directed to the College's Title IX coordinators. For more information please refer to the **Title IX/Sexual Misconduct Policy** (<https://www.harpercollege.edu/about/consumerinfo/title-ix/campus-policy/>).

All other inquiries should be directed to the **Chief Human Resources Officer** (da25828@harpercollege.edu).

For more information regarding the procedures to report complaints of discrimination and/or harassment, please refer to the College's **Title IX/Sexual Misconduct Reporting** as well as the **Discrimination Complaint Procedures** (<https://catalog.harpercollege.edu/student-handbook/policies-procedures/health-safety/prohibition-sexual-discrimination-harassment-misconduct-discrimination-compliance-procedure/>).