

**BOARD OF TRUSTEES, DISTRICT 504**

**ACADEMIC AFFAIRS**

**HARASSMENT, DISCRIMINATION  
AND MISCONDUCT**

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**POLICY 6175**  
**ADOPTED: 03/16/93**  
**AMENDED: 06/20/00**  
**AMENDED: 12/20/16**  
**AMENDED: 02/18/20**  
**AMENDED: 11/17/20**  
**AMENDED: 12/17/24**

I. Introduction

Triton College is committed to sustaining a learning environment that is free unlawful harassment, discrimination, threats, intimidation, or bullying. Conduct of this type by students, employees, and other individuals and entities who interact with our students and employees is prohibited. This prohibition applies in any context which has a reasonable relationship to Triton’s educational programs and activities, regardless of whether the conduct takes place on or off campus. A reasonable relationship includes enrolled students or active employees of Triton College.

Triton College requires its employees who observe or become aware of prohibited conduct to report such conduct to the Title IX Coordinator, identified below, in support of efforts to maintain a safe and productive environment for all members of the College community. We strongly encourage students and other individuals who experience or observe prohibited conduct to do the same. Triton College has Confidential Advisors on campus with whom college students can discuss incidents of sexual harassment without automatically triggering a report to the Title IX office.

This policy is intended to be consistent with federal law, including Title IX of the Education Amendments of 1972 (“Title IX”) and the Violence Against Women Act (VAWA), as well as the Illinois Preventing Sexual Violence in Higher Education Act and the Illinois Human Rights Act (IHRA).

II. Title IX

Title IX applies to federally-funded schools at all levels. Title IX protects students, employees, applicants for admission and employment, and other persons from discrimination, on the basis of sex in Triton’s education programs and activities. This includes discrimination or harassment based on gender identity, sexual orientation, sex stereotypes, sex characteristics, pregnancy or pregnancy related conditions.

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III. Prohibited Conduct

Examples of behaviors that could constitute prohibited conduct under Title IX include quid pro quo harassment, dating violence, domestic violence, sexual assault, forcible fondling, incest, rape, sexual assault with an object, forcible sodomy, stalking, and other unwelcome sex-based conduct that creates a hostile environment under Title IX.

Further information and definitions of each of the above prohibited acts can be found in Triton’s Harassment, Discrimination, and Sexual Misconduct Guidelines, available online.

Triton also prohibits retaliation against any person opposing discrimination or harassment or participating in any internal or external investigation or complaint process related to allegations of sex-based discrimination.

IV. Reporting a Complaint

The following people have a right to make a complaint of sex discrimination and will be considered the “Complainant”:

- a. A student or employee of Triton College who is alleged to have been subjected to conduct that could constitute sex discrimination, including harassment, or
- b. A person other than a student or employee of Triton College who is alleged to have been subjected to conduct that could constitute sex discrimination, including harassment, when that individual was participating or attempting to participate in Triton College’s education program or activity.

These additional individuals shall have the right to file a complaint on behalf of a Complainant:

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- a. A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a Complainant; or
- b. Triton College's Title IX Coordinator or Deputy Title IX Coordinator.

To file a complaint alleging a violation of this policy, including Title IX, contact the Title IX Coordinator at:

Associate Vice President of Human Resources/Title IX Coordinator  
Triton College  
2000 Fifth Ave.  
River Grove, IL 60171  
Room P-105  
(708) 456-0300

Students, Faculty and Staff have the option to file a complaint online at:  
[www.triton.edu/titleixreport](http://www.triton.edu/titleixreport)

**V. Processing Complaints**

Triton College shall respond promptly and effectively to sexual harassment prohibited by Title IX. Notice to a Title IX Coordinator or Official with Authority of conduct that reasonably may constitute sex discrimination in an education program or activity charges a school with knowledge of potential Title IX misconduct and triggers the College's response obligations.

Triton College must respond when sexual harassment prohibited by Title IX occurs in the school's educational program or activity against a person in the United States. Conduct that occurs under Triton College's education programs or activities includes, but is not limited to, conduct that occurs in a building owned or controlled by Triton College or a student organization that is officially recognized by Triton College and conduct that is subject to Triton College's disciplinary authority. Title IX applies to all of Triton College's education programs or activities, whether such programs or activities occur on-campus or off-campus. Title IX affirms that a Complainant's wishes with respect to whether the school

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investigates should be respected unless the Title IX Coordinator or Deputy determines to initiate a complaint and an investigation over the wishes of the Complainant is appropriate after considering the relevant factors set forth under the Title IX regulations.

Triton's Harassment, Discrimination, and Sexual Misconduct Guidelines (available online) define sexual harassment prohibited by Title IX and explain the process for making, investigating, and resolving complaints of prohibited conduct, including outcomes, rights, responsibilities, and resources. Processing a report or complaint under the Title IX Sexual Harassment Grievance Procedures does not preclude processing some or all allegations of a report or complaint under other policies and procedures to the extent allowed by Title IX or other laws.

This Policy may include a broader definition of prohibited conduct than that found in the Title IX, because Triton is responsible for complying with other Illinois and Federal laws that include a broader definition of prohibited conduct than Title IX.

For all reports or complaints of discrimination or harassment on the basis of sex other than Title IX Sexual Harassment, the General Grievance Procedures in the Harassment, Discrimination, and Sexual Misconduct Guidelines (online) will be used to process the report or complaint.