

Campus Administrative Manual

NONDISCRIMINATION POLICY

Purpose

The commitment of the University of Illinois at Urbana-Champaign (Illinois) to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on merit and be free from invidious discrimination in all its forms. This policy is designed to promote a safe and healthy learning and work environment and to comply with multiple laws that prohibit discrimination, including: Equal Pay Act of 1963, Title VI and VII of the Civil Rights Act of 1964, the Americans with Disabilities Act Amendments Act, 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, and the Illinois Human Rights Act. This policy and the associated procedures are established to provide a means to address complaints of discrimination or harassment based on the protected categories described herein.

Scope

This Nondiscrimination Policy applies to admissions, employment, and access to and treatment in University programs and activities. In furtherance of Illinois' (University of Illinois at Urbana-Champaign) commitment to the principles of equality and equal opportunity, this policy may be invoked by students, applicants, visitors, faculty, staff, employees, and former employees of the University of Illinois Urbana-Champaign.

Authority

Office of the Chancellor.

Policy

It is the policy of the University not to engage in discrimination or harassment against any person because of race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation including gender identity, arrest record status, unfavorable discharge from the military, or status as a protected veteran and to comply with all federal and state nondiscrimination, equal opportunity, and affirmative action laws, orders, and regulations.

Definitions

Discrimination

To be subject to different treatment based on membership in a protected classification and to thereby experience an adverse employment or academic action or to be excluded from participation in or denied the benefits of a University program.

Harassment

A form of discrimination and unwelcome conduct based on an individual's status within a Protected Classification. The unwelcome conduct may be verbal, written, electronic or physical in nature. This policy is violated when the unwelcome conduct is based on one or more of the protected classifications (defined below), and is either:

- (1) sufficiently severe or pervasive; and (2) objectively offensive; and (3) unreasonably interferes with, denies, or limits a person's ability to participate or benefit from educational or employment opportunities, assessments, or status at the University; or
- performed by a person having power or authority over another in which submission to such conduct is made explicitly or implicitly a term or condition of educational and/or employment opportunities, participation, assessments, or status at the University.

Protected Classifications

Race, color, religion, sex, pregnancy, disability, national origin, ancestry, age, order of protection status, genetic information, marital status, disability, sexual orientation including gender identity, arrest record status, unfavorable discharge from the military or status as a protected veteran.

Retaliation

Any action, or attempted action, directly or indirectly, against any person(s), because they have, in good faith, reported or disclosed a violation of this policy, filed a complaint of discrimination, or in any other way participated in an investigation, proceeding, complaint, or hearing under this policy. Retaliation includes, but is not limited to harassment, discrimination, threats, job termination or other disciplinary action, negative job performance evaluations, adjustment in pay or responsibilities, or actions that have a negative impact on academic progress. Actions are considered retaliation if they have a materially adverse effect on the working, academic, or living environment of a person or if they hinder or prevent the person from effectively carrying out their University responsibilities. Any person or group within the scope of this policy who engages in retaliation is subject to a separate complaint of retaliation under this policy.

Sexual misconduct

Defined as set forth in [CAM \(Campus Administrative Manual\) Sexual Misconduct Policy](https://cam.illinois.edu/policies/hr-79/) (<https://cam.illinois.edu/policies/hr-79/>).

Processes/Procedures/Guidelines

Individuals who believe that a University of Illinois at Urbana-Champaign employee has subjected them to discrimination or harassment in violation of this policy should contact the Office of Diversity, Equity, and Access at diversity@illinois.edu ([mailto:diversity@illinois.edu?subject=Nondiscrimination Policy](mailto:diversity@illinois.edu?subject=Nondiscrimination%20Policy)) or (217) 333-0885. Office of Diversity, Equity and Access Procedural Guidelines (<http://diversity.illinois.edu/discrimination-and-harrassment-prevention.html>) will govern these complaints.

Individuals alleging violations of this policy should report the alleged misconduct immediately upon experiencing or learning of the alleged misconduct.

University employees to whom alleged misconduct is reported should immediately report the alleged misconduct to the appropriate campus office. Supervisory employees who fail to report alleged or suspected violations of this policy to the appropriate campus office in a timely manner may be subject to disciplinary action, up to and including termination.

Individuals who believe they have been subjected to misconduct by a student in violation of the Student Code (<http://studentcode.illinois.edu/>) should contact the Office for Student Conflict Resolution (<http://www.conflictresolution.illinois.edu/>) at (217) 333-3680 or conflictresolution@illinois.edu ([mailto:conflictresolution@illinois.edu?subject=Nondiscrimination Policy](mailto:conflictresolution@illinois.edu?subject=Nondiscrimination%20Policy)). Complaints referred to the Office for Student Conflict Resolution shall be investigated and resolved pursuant to Student Disciplinary Procedures. Students reporting alleged or suspected violations of this policy during non-business hours or University-designated holidays should contact the Emergency Dean at (217) 333-0050.

Exceptions

There are no exceptions to this policy.

Contact

Office of Diversity, Equity, and Access (<http://diversity.illinois.edu/discrimination-and-harrassment-prevention.html>)

Third Floor, 1000 South Fourth Street, MC 523

Champaign, IL 61820-5711

(217) 333-0885

diversity@illinois.edu ([mailto:diversity@illinois.edu?subject=Nondiscrimination Policy](mailto:diversity@illinois.edu?subject=Nondiscrimination%20Policy))

Office for Student Conflict Resolution (<http://www.conflictresolution.illinois.edu/>)
409 Turner Student Services Building
610 East John Street, MC 306
Champaign, IL 61820-5717
(217) 333-3680
[conflictresolution@illinois.edu](mailto:conflictresolution@illinois.edu?subject=Nondiscrimination%20Policy) (mailto:conflictresolution@illinois.edu?
subject=Nondiscrimination Policy)

Office of the Title IX and Disability Coordinator
Room 35, 703 South Wright Street
Champaign, IL 61820
(844) 616-7978
[titleixcoordinator@illinois.edu](mailto:titleixcoordinator@illinois.edu?subject=Nondiscrimination%20Policy) (mailto:titleixcoordinator@illinois.edu?
subject=Nondiscrimination Policy)

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Responsible Office:

Office of the Chancellor