

conviction that requires registration) may be subject to immediate expulsion.

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 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) 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 these values and is illegal in Illinois; therefore, IECC expressly prohibits hazing activities, whether individually or in concert with others, and shall:

- Implement research-informed, campus-wide prevention programs and primary prevention strategies to raise awareness and prevent hazing;
- Include statistics for hazing incidents in the Annual Security Report and publicize the availability of this information via the IECC public website;
- Disseminate this policy and applicable local, state, and Tribal hazing laws on the IECC public website;
- Compile a Campus Hazing Transparency Report and publish it on the IECC public website;

Reporting and Processing Alleged Hazing Violations

All hazing-related activities, including incident reporting, investigations, disciplinary actions, and appeals adhere to the protocols outlined in IECC's Student Code of Conduct.

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 purpose of this policy, hazing is defined as any intentional, knowing, or reckless act committed by a person, whether individually or in concert with others, against another person or persons, regardless of the willingness of such other person or persons to participate. This act must be committed 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 campus. Hazing includes acts that cause or create a risk of physical or psychological injury, humiliation, intimidation, or demeaning the person or persons, beyond the reasonable risk encountered in the course of participation in the IECC organization or team. Hazing also includes soliciting, directing, aiding, or otherwise **participating actively or passively** in the above acts.

For IECC's Campus Hazing Transparency Report, visit www.iecc.edu/hazing.

IDENTITY THEFT

Identity theft is a widespread and growing national problem. Identity theft occurs when someone wrongfully 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 academic 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