

Statement and Notice of Nondiscrimination Policy

Blackburn College is an Equal Opportunity Employer. Blackburn College does not discriminate against anyone and prohibits discrimination on the basis of sex, race, age, color, religion, creed, ancestry, national origin, marital status, sexual orientation, gender identity or expression, physical or mental disability, or military service, including veteran status or discharge from military service (except dishonorable discharges), medical condition, genetic characteristics, pregnancy, citizenship status, work authorization status, language, or any other basis prohibited by applicable federal, state or local law. This applies to hiring, promotion, renewal of employment, selection for training, tenure or term, and privileges or conditions of employment as well as admission and access to education programs and activities. The College will reasonably accommodate an individual's physical or mental disability when appropriate, as required by the Americans with Disabilities Act and the Illinois Human Rights Act or any other applicable law or regulation. The College will follow the requirements of the Illinois Human Rights Act in considering arrest or conviction records in any employment decisions.

Members of the College community, guests and visitors have the right to be free from all forms of discrimination or harassment based on a protected classes listed above. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The College believes in zero tolerance for discrimination and harassment-based misconduct. Zero tolerance means that when an allegation of misconduct is brought to an appropriate administrator's attention, protective and other remedial measures will be used to reasonably ensure that such conduct ends, is not repeated, and the effects on the victim and community are remedied, including serious sanctions when a Responding Party is found to have violated this policy. This policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. This policy is intended to define community expectations and establish a mechanism for determining when those expectations have been violated.

The College's discrimination and misconduct policies are not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matters protected by academic freedom.

In compliance with applicable federal rules and regulations, the College has adopted procedures for resolving complaints of discrimination. These procedures are contained within the College's Equal Employment Opportunity and Nondiscrimination Statements, Policies, and Procedures and the Title IX Policy and Procedures for Complaints of Sex-Based Harassment involving a Student Party.

To report information about conduct that may constitute sex discrimination, harassment, or other violations of this policy or to make a complaint of sex discrimination, harassment, or other violations of this policy, contact the College's Title IX Coordinator:

Logan Elliott

Vice President of Student Life, Dean of Students, & Title IX Coordinator

Office: Demuzio Campus Center 125
700 College Ave.

Carlinville, IL 62626
Phone: 217-854-5582
Email: logan.elliott@blackburn.edu

Inquiries about the application of Title IX and its regulations to the College may be directed to the College's Title IX Coordinator, the U.S. Department of Education's Office of Civil Rights, or both.

Information about reasonable accommodations for students is available in the College's Disability Accommodations policy. Student requests for reasonable accommodations should be directed to the College's Student Success & Accessibility Coordinator:

Marina Wirsing
Phone: 217-854-5660
Email: marina.wirsing@blackburn.edu
Office: Lumpkin 108

The College's ADA Compliance Officer is the Director of Human Resources:

Marshall Petty
HR Designee
Office: Ludlum 209
700 College Ave.
Carlinville, IL 62626
Phone: 217-854-5514
Email: hr@blackburn.edu

Employees, applicants, or other individuals with concerns regarding any alleged discriminatory act or occurrence falling within the provisions of any of the Federal Rules and Regulations other than Title IX or ADA as specified above may contact the HR Designee, Marshall Petty.

Marshall Petty
HR Designee
Office: Ludlum 209
700 College Ave.
Carlinville, IL 62626
Phone: 217-854-5514
Email: hr@blackburn.edu

Reports may be made in person, verbally, by phone, in writing through mail or electronic mail, or any other manner that delivers the information to the appropriate Coordinator at any time.