



## **Equal Opportunity Policy and Compliant Procedures**

City Colleges of Chicago (CCC) is strongly committed to ensuring that its learning and working environments are free of discrimination and harassment, including sexual harassment. This applies to all CCC students, faculty, and staff.

In compliance with state and federal laws, CCC has an [Equal Employment Opportunity \(EEO\) Policy](#) which defines discrimination and harassment, outlines how to file a discrimination or harassment complaint, and discusses investigation procedures.

City Colleges of Chicago recommends you take the time to read the EEO policy for yourself and note:

- The “Duty to Report” section requires all CCC employees to report any incidents of discrimination, harassment, or hostile work or learning environment. Students are encouraged to report the same. Any employee or student needing to report an incident can make a report with the EEO Office at [eeofficer@ccc.edu](mailto:eeofficer@ccc.edu) or by completing the [EEO form](#).
- Under “TITLE IX GRIEVANCE AND RESOLUTION PROCESS” of the policy provides information on who to report a complaint to, how to preserve evidence, the ability to file a police report, and what resources are available at the Wellness Center.
- The “Supportive Measures” section allows the EEO Office, in conjunction with college personnel, to modify academic or working situations while an EEO investigation is pending.
- The Policy covers CCC activities that may not occur on CCC property. (Ex. SGA Travel, Campus Tours, etc.)
- The “Reporting a Complaint of Sexual Harassment ” section outlines a step-by-step grievance and resolution process and the standard of evidence used in investigations.

To view the most up-to-date Equal Opportunity Policy and Complaint Procedures, click [here](#).

For more information, contact the EEO Office at [eeofficer@ccc.edu](mailto:eeofficer@ccc.edu) or (312) 553-2865.