

### Sexual Harassment, Violence and Discrimination Prevention for Students / Staff

Kenneth Shuler's School of Cosmetology, Inc.

### Introduction

### The Title IX Coordinator is responsible for ensuring that the school is in compliance with its Title IX obligations.

### Title IX Coordinator(s):

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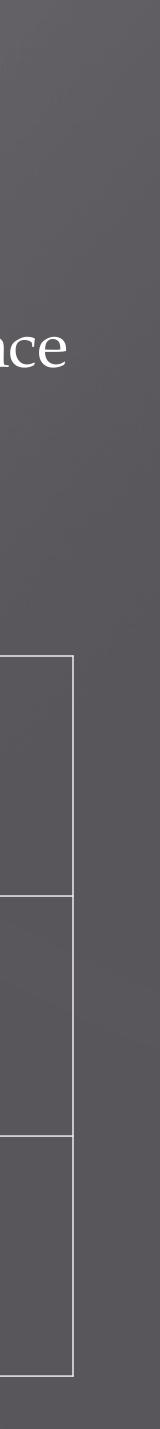
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• Prohibits sex-based discrimination in <u>All Colleges</u> that receive any kind of federal funding. • Sexual harassment and sexual violence are forms of sex discrimination. Includes harassment based on gender stereotyping. • It also extends to employees of the school.



# Why Are We Providing This Training?

 School policy prohibits discrimination on the basis of gender, including sexual harassment and sexual violence. • The school wants to ensure that you know about this policy, how it is enforced, and how to report violations. • Retaliation against anyone reporting violations of this policy are prohibited.

# Title IX Training

What is Sexual Harassment?

### Sexual Harassment

Unwelcome conduct of a sexual nature
Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that tends to create a hostile or offensive school environment

### <u>Sexual Harassment Myths</u>

 Only women can be sexually harassed • A person has to be the direct object of the harassment to be a victim • Teachers can't be harassed by students • The harasser must have a sexual interest in the victim

• There is no such thing as same sex harassment





• Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

### Sexual Violence

### Sexual Violence - Continued

Sexual violence can be carried out by school employees, other students, or third parties.
All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.



### Title IX Applies to Students and Employees

- Title IX applies to students and employees of the school.
- It protects both men and women; it applies regardless of sexual orientation.
- Sexual harassment between people of the same gender is prohibited, just as harassment between individuals of opposite gender is prohibited.



### Off Campus Conduct

off campus. campus. campus activity if it creates a hostile environment at school. (Example: Fraternity/Sorority Parties)

• Title IX prohibits sexual harassment both on and

### • Title IX applies to school activities that occur off

# • Title IX may also apply to non-school related off





• Students/staff are protected from harassment by persons who are neither students nor employees of the school, if such conduct occurs at the school or at a school related activity.

### Brd Party Harassment



# **Reporting Violations**

 The School's policy provides how you should report violations of the school's policy against gender discrimination. • Violations should be reported to the Title IX Coordinator (School Director). • Reports may be made by the complainant personally, by a representative, or a combination of the two.



# Investigation of Complaints

• When the school receives a complaint, the Title IX Coordinator will investigate. • A determination will be made whether the complaint is valid or not. • Determination is made by whether the complainant could not continue to benefit from school programs or activities • Retaliation is prohibited at all times, including while the investigation is pending.



### • Please direct all questions to the School Director.

• The full Title IX Policy is available to you at www.kennethshuler.com/disclosures