

Title IX

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):

Wendy Willis, School Director 449 St. Andrews Road Columbia, SC 29210 803-772-6042 sadirector@kennethshuler.com	Haley Gandy, School Director 2443 West Lucas Street Florence, SC 29501 843-679-3778 flodirector@kennethshuler.com	Gina Williams, School Director 1113 Knox Avenue North Augusta, SC 29841 803-278-1200 nadirector@kennethshuler.com
Jennifer Varn, School Director 1515 John B White Sr. Blvd Spartanburg, SC 29301 864-587-6000 sptdirector@kennethshuler.com	Jean Schlaiss, School Director 2375 Cherry Road Suite 102 Rock Hill, SC 29732 803-328-5166 rhdirector@kennethshuler.com	Robin Wilson-Brown, School Director 98 Davenport Street Suite 10 Goose Creek, SC 29445 843-203-3284 gcdirector@kennethshuler.com
April David, School Director 7474 Garners Ferry Road Columbia, SC 29209 803-776-9100 sdawson@kennethshuler.com	Molly Planas, School Director 3528-A Highway 153 Greenville, SC 29611 864-269-6886 gvdirector@kennethshuler.com	Steven Dawson, Director of Compliance 1630 Browning Road Columbia, SC 29210 803-798-8515 sdawson@kennethshuler.com

What is Title IX?

Title IX

- Prohibits sex-based discrimination in All Colleges 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?

Title IX 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.

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

Sexual Harassment Myths

- Only women can be sexually harassed
- There is no such thing as same sex harassment
- 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

What is Sexual Violence?

Sexual Violence

- 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 - 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.

Who Is Protected 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.

Where Does Title IX Apply?

Off Campus Conduct

- Title IX prohibits sexual harassment both on and off campus.
- Title IX applies to school activities that occur off campus.
- Title IX may also apply to non-school related off campus activity if it creates a hostile environment at school. (Example: Fraternity/Sorority Parties)

Third Parties

3rd Party Harassment

- 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.

How to Report Violations

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

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.

Questions?

- Please direct all questions to the School Director.
- The full Title IX Policy is available to you at www.kennethshuler.com/disclosures