

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 Jennifer Varn, School Director 1515 John B White Sr. Blvd Spartanburg, SC 29301 864-587-6000 sptdirector@kennethshuler.com April David, School Director 7474 Garners Ferry Road

Columbia, SC 29209 803-776-9100 sdawson@kennethshuler.com Haley Gandy, Scho 2443 West Lucas St Florence, SC 29501 843-679-3778

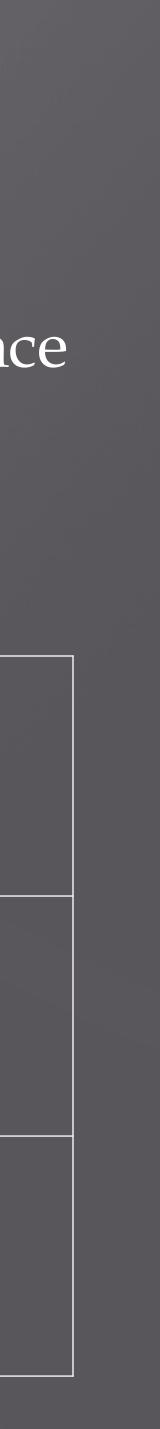
flodirector@kenneth

Jean Schlaiss, Schoo 2375 Cherry Road S Rock Hill, SC 29732 803-328-5166

rhdirector@kenneths

Molly Planas, Scho 3528-A Highway 1 Greenville, SC 2962 864-269-6886 gvdirector@kennethe

ool Director	Gina Williams, School Director
treet	1113 Knox Avenue
	North Augusta, SC 29841
	803-278-1200
shuler.com	nadirector@kennethshuler.com
ol Director	Robin Wilson-Brown, School Director
Suite 102	98 Davenport Street Suite 10
2	Goose Creek, SC 29445
	843-203-3284
shuler.com	gcdirector@kennethshuler.com
ol Director	Steven Dawson, Director of Compliance
53	1630 Browning Road
11	Columbia, SC 29210
	803-798-8515
shuler.com	sdawson@kennethshuler.com





• 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