

Title IX

Sex-based 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):

School Director 172 McSwain Drive West Columbia, SC 29169 803-772-6042 wecodirector@kennethshuler.com	School Director 2443 West Lucas Street Florence, SC 29501 843-679-3778 flodirector@kennethshuler.com	School Director 1113 Knox Avenue North Augusta, SC 29841 803-278-1200 nadirector@kennethshuler.com
School Director 2375 Cherry Road Suite 102 Rock Hill, SC 29732 803-328-5166 rhdirector@kennethshuler.com	School Director 3532 Highway 153 Greenville, SC 29611 864-269-6886 gvdirector@kennethshuler.com	

What is Title IX?

Title IX

- Prohibits sex-based discrimination in All Colleges that receive any kind of federal funding.
- Sex-based 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 sex-based 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 Sex-based Harassment?

Sex-based Harassment

- a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity

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.
- Entire process can take between 60-90 days. Informal Resolution Process is available.
- Associated Parties and Witnesses will be questioned.
- 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
- A hearing typically will take place before final notices.
- NOTE: 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