

Title IX

Sexual Harassment, Violence and Discrimination Prevention for
Students at Federico Beauty Institute

Introduction

- Title IX Coordinator: Cara Kinzel & Greg Rupert
- In the administrative office
- 916.929.4242 Greg ex 215 Cara ex 218
- grupert@federico.edu or ckinzel@federico.edu
- We are responsible for ensuring the school is in compliance with its Title IX obligations.

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

- The Fair Employment and Housing Commission regulations define sexual harassment as unwanted sexual advances, or visual, verbal or physical conduct of a sexual nature that tends to create a hostile or offensive school environment.
- This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser.
- Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- Sexual harassment is prohibited by school policy and is unlawful

Sexual Harassment

The following is a partial list of violations:

- Unwanted sexual advances
- Offering employment benefits in exchange for sexual favors
- Making or threatening reprisals after a negative response to sexual advances
- Visual conduct: leering, making sexual gestures, displaying of suggestive objects or pictures, cartoon or posters
- Verbal conduct: making or using derogatory comments, epithets, slurs, and jokes
- Verbal sexual advances or propositions
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitations
- Physical conduct: touching, assault, impeding or blocking movements

Sexual Harassment Myths

- Only women can be sexually harassed
 - Men and woman can be sexually harassed
- There is no such thing as same sex harassment
 - A person can be harassed by someone of the same sex
- A person has to be the direct object of the harassment to be a victim
 - Third party sexual harassment can occur when someone overhears or sees something that creates a hostile or offensive environment.
- Teachers can't be harassed by students
 - Teachers can be harassed by students and vice versa
- The harasser must have a sexual interest in the victim
 - The "harasser" can be creating a hostile or offensive environment without having sexual interest in anyone specifically.

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 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.

Third
Parties

Outside 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

- Violations should be reported to the Title IX coordinator.
- Reports may be made by the complainant personally, by a representative, or a combination of the two.

Grievance Procedure

Formal grievances may be filed by following these steps:

- All grievances must be in writing using any form you prefer and describe in detail any allegation that may be affecting your education.
- The title 9 compliance coordinator will investigate the allegations and respond within a reasonable amount of time.
- Interim measures may be taken to protect a student within the educational setting
- Counseling, advocacy and support services are available upon request, EVEN WITHOUT filing an official complaint.

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.
- Retaliation is prohibited at all times, including while the investigation is pending.

Questions?

<https://www.youtube.com/watch?v=0Ina0tXHjZ8>

<https://www.youtube.com/watch?v=skVhHlAixyY>