

WHAT IS TITLE IX?

TITLE IX IS A FEDERAL CIVIL RIGHTS LAW THAT PROHIBITS DISCRIMINATION ON THE BASIS OF SEX IN EDUCATIONAL PROGRAMS AND ACTIVITIES.



SEXUAL HARASSMENT

Quid Pro Quo Harassment is when an employee of the college conditions the provision of an aid, benefit, or service of the college on a student's or employee's participation in unwelcome sexual conduct (in person or via technology.)

Hostile Environment Harassment is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to their education program or activity. "Unwelcome conduct" may be verbal, nonverbal, or physical in nature.



SEXUAL VIOLENCE

Sexual violence includes acts of nonconsensual sexual penetration, nonconsensual touching of a person's private body parts, incest, statutory rape, dating violence, domestic violence, and stalking. Acts of exploitation or taking sexual advantage of another person are also forms of sexual violence.



DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION

Harassment or discrimination based on someone's actual or perceived sexual orientation.



DISCRIMINATION ON THE BASIS OF SEX, GENDER IDENTITY OR EXPRESSION

Harassment or discrimination on the basis of someone's biological sex, gender identity, gender nonconforming status, or gender expression



DISCRIMINATION ON THE BASIS OF PREGNANCY OR ASSOCIATED CONDITION

Harassment or discrimination on the basis of pregnancy, false pregnancy, abortion, miscarriage, childbirth, parenting status, lactation, or any associated condition.

If you experience harassment or discrimination based on sex while a student or employee, please report. If you are pregnant or have an associated condition and need to understand your rights and options for accommodations at school or work, please contact the Title IX Coordinator.