



# House of Heavilin

## BEAUTY COLLEGE

### TITLE IX

#### SEXUAL HARASSMENT, VIOLENCE AND DISCRIMINATION PREVENTION FOR STUDENTS & STAFF

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# INTRODUCTION

- Jason Barnett, Director of Education, Campus Safety and Title IX Coordinator  
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- I am responsible for ensuring the school is in compliance with its Title IX obligations.
- The IX Policy and Annual Security Report is covered in the Handbook for Campus Security, Safety Reporting, and Policy manual.

# WHAT IS TITLE IX?

- Prohibits sex-based discrimination in colleges that receive any kind of federal funding, including this institution.
- 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.



# WHAT IS 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 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. (“Yes” means “Yes”)
- 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?

## ON/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.



## 3<sup>RD</sup> 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.



# REPORTING VIOLATIONS

- The School's policy provides how you should report 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.



# 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.



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# QUESTIONS?

Title IX Coordinator is Jason Barnett and can be reached at:

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