



Title IX Training for
Employees and Students
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Title IX

Sexual Harassment, Violence, and
Discrimination Prevention for Students

Introduction

F.I.R.S.T. Institute's Title IX Coordinator:

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I am responsible for ensuring the school is in compliance with its Title IX obligations.



What Is Title IX?

Title IX

Prohibits sex-based discrimination in schools 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?

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 is prohibited



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

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

Instructors 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. ("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 EMPLOYEES AND STUDENTS

Title IX applies to employees and students of the school

It protects both men and women; it applies regardless of sexual orientation

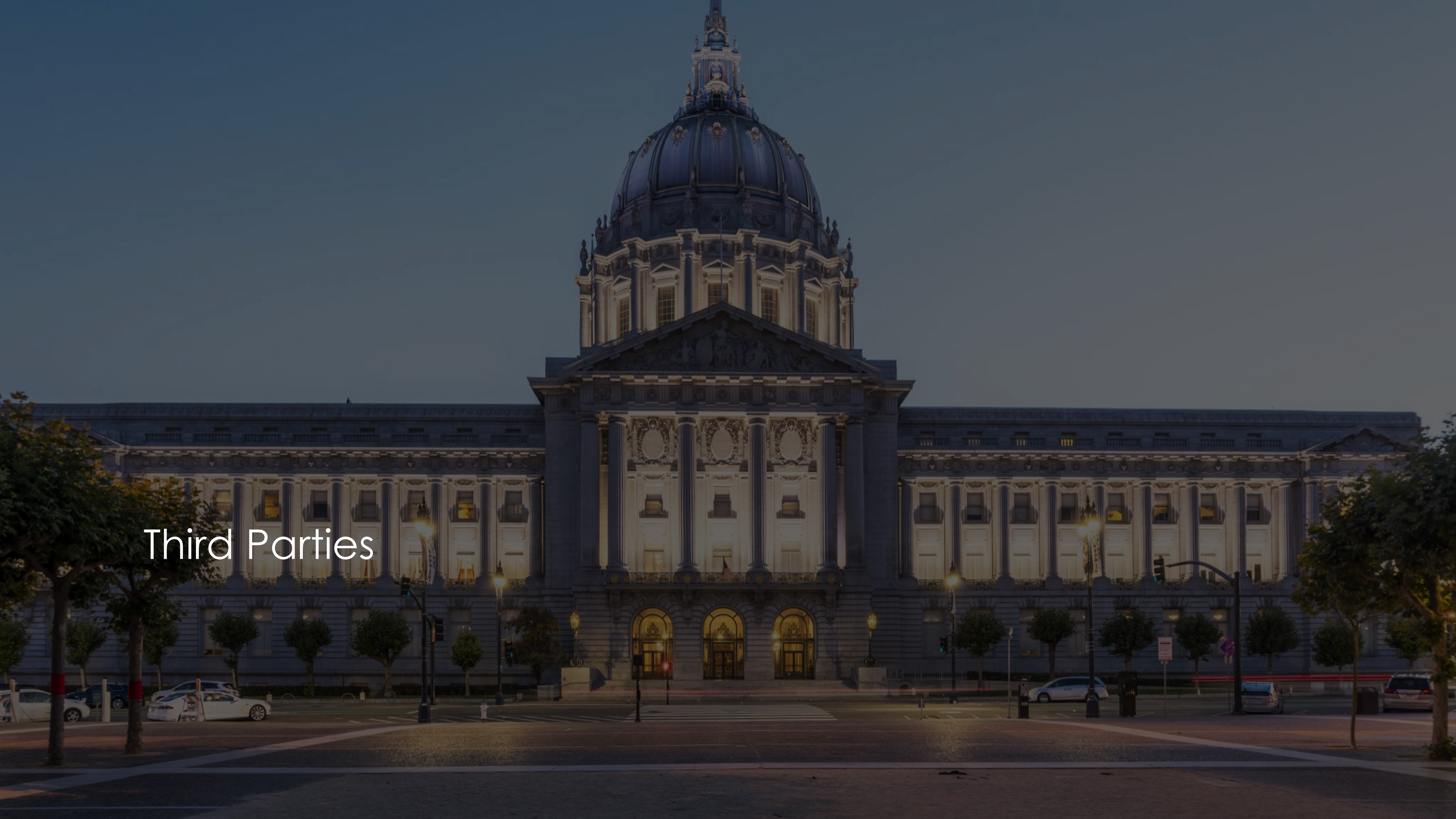
Sexual harassment between people of the same gender is prohibited, just as harassment between individuals of opposite gender is prohibited



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

Third 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



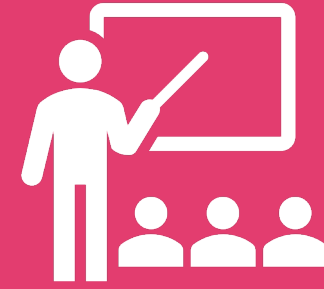
Violations should be reported to the Title IX coordinator



Reports may be made by the complainant personally, by a representative, or a combination of the two

Investigation of Complaints

Investigation of Complaints



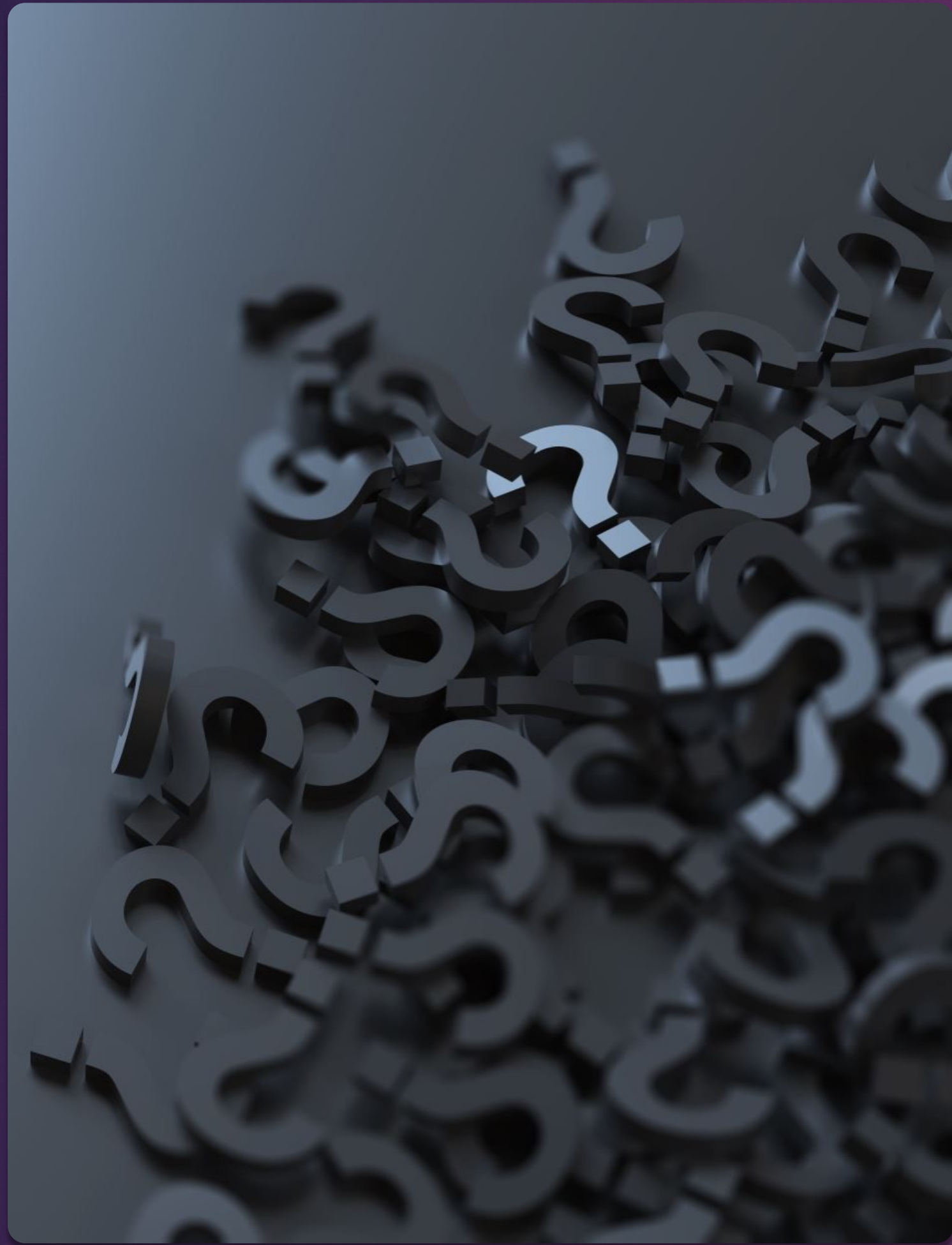
When the school receives a complaint, the Title IX Coordinator will investigate



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?

Reach out to your
Title IX Coordinator.