



**COSMETOLOGY &
SPA ACADEMY**

TITLE IX TRAINING PRERSENTATION

Sexual Harassment, Violence and Discrimination Prevention for
Students & Staff

INTRODUCTION

**My name is
Ned Halimi**

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

I am the Title IX coordinator for CSA

Contact information

Office : Crystal Lake location

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**Policy is covered in the catalog and an expanded
process is located in the Annual Security Report; both
are on our website**

**If you are not sure who to contact please reach out to
me or your Campus Director**

You can always send an email at

studentservices@cosmetolgoyandspaacademy.com



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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.



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.

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

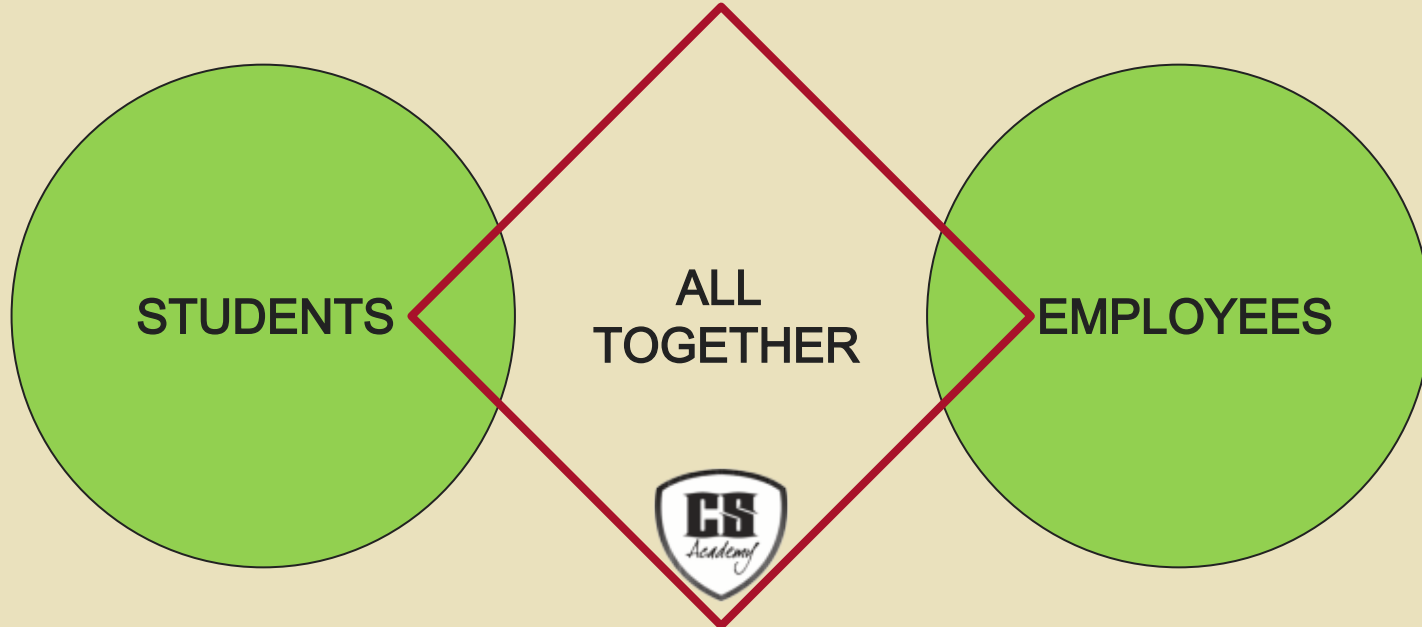
Sexual Violence

1. 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")
2. Sexual violence can be carried out by school employees, other students, or third parties.
3. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.

Who Is Protected 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 sexualorientation.
- Sexual harassment between people of the same gender is prohibited, just as harassment between individuals of oppositegender is prohibited.

Where Does Title IX Apply?

- 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 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 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

- 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?

