



SHORE
BEAUTY SCHOOL

**REDKEN
PREMIER
SCHOOL**

Title IX

Sexual Harassment, Violence and Discrimination Prevention for Students

Presented By:

Rachel Damico Title IX Coordinator

Introduction

- Title IX Coordinators: Rachel Damico, Director of Administration
- Location: 3003 English Creek Avenue, Egg Harbor Township, NJ
- Telephone: (609) 645-3635
- Email: dean[@shorebeautyschool.com](mailto:dean@shorebeautyschool.com);
- We are responsible for ensuring the school is in compliance with its Title IX obligations.

Shore's Anti-Harassment and Discrimination Policy

SHORE is committed to providing a work and school environment free of unlawful harassment or discrimination. In furtherance of this commitment, all students and employees are required to take our mandatory Sexual Harassment and Prevention Training upon starting with the school and generally every year thereafter. School policy prohibits harassment or discrimination based on race, religion, creed, color, national origin, ancestry, sex (including pregnancy, childbirth or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information or any other basis protected by the federal, state or local law. Additionally, in accordance with Title IX of the Education Amendments of 1972 (“Title IX”), the school prohibits discrimination based on sex, which includes sexual harassment and sexual violence, and the school has jurisdiction over Title IX complaints.

What is Title IX?

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?

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 & Violence?

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 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.

Sexual Harassment Definitions

Governing School Policy

Consent

- **Consent** is an affirmative, unambiguous and conscious decision by each participant to engage in mutually agreed-upon sexual activity.
- **Consent** is informed, voluntary and revocable.
- Once consent is withdrawn, the sexual activity must stop.
- Only “Yes” can mean “Yes,” and “Yes” can change to “No” at any time

Sexual Assault/Violence

- **Sexual Assault/Violence** occurs when a physical sexual activity is engaged in without the affirmative consent of the other person or when the other person is unable to consent to the activity.
- Includes physical force, rape battery, sexual coercion, violence, threat, or intimidation, ignoring the objections of the other person, causing the other person's intoxication or incapacitation through the use of drugs or alcohol and taking advantage of other person's incapacitation (including voluntary intoxication).
- Sexual violence can be carried out by school employees, other students, or third parties.

Domestic Violence

- **Domestic Violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person cohabitating with or has cohabitated with the victim as a spouse, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Dating Violence

- **Dating Violence** means violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature.
- A dating relationship must have existed within the past 6 months.
- The nature of the relationship must have been characterized by the expectation of affection or sexual involvement between the parties.
- Relationship must have been frequent and continuous over time.

Stalking

- *Stalking* means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.
- Can be a verbal or nonverbal threat, or a combination of the two, including threats delivered by electronic communication or implied by a pattern of conduct, which places the person who is the target of the threat in reasonable fear for his or her safety, or the safety of his or her family members or individuals closely associated with the person, and which is made with the apparent ability to carry out the threat to cause such harm.

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.

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

3d 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.

Safe and Positive Options for Bystander Intervention

Options for Bystander Intervention

- SHORE considers safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against a person to be:
 - i. notifying the Director, Title IX Coordinator and/or Administrative Office of such events;
 - ii. notifying the appropriate legal authority; and
 - iii. notifying shopping center security of threatening violence.

Reducing Risk

- Learn how to look for “red flags” in relationships so you can learn to avoid some of those characteristics in future partners.
- Make sure your cell phone is easily accessible and fully charged outside the facility.
- Take major, public paths rather than less populated shortcuts.
- Avoid dimly lit places and talk to campus services if lights need to be installed in an outside area.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- Carry a noisemaker on your keychain.
- Carry a small flashlight on your keychain.
- Trust your instincts—if something doesn’t feel right in a relationship, speak up or end it.

Things Absolutely “Not” to Do

- Do not comment on another’s physical appearance, unless it pertains to your classwork
- Do not discuss your personal sexual or dating habits
- Do not discuss the personal sexual or dating habits of others
- Do not discuss the sexuality or sexual preference of others
- Do not physically touch one another, unless it pertains to school or clinic work, and only as it pertains to school or clinic work
 - Any part of your body may be considered touching (e.g., brushing up)
- Do not make physical gestures with your hands, eyes or any part of your body that may be perceived as sexual or harassing in nature

Things Absolutely “Not” to Do (cont’d)

- If you are asked to stop behavior that offends another, stop immediately and permanently
- If someone is offended by your behavior (verbal or physical), be guided by their judgement, not your own, and “stop” it immediately
- Do not express a sexual or dating interest in another student, staff or patron
- Do not date or try to date Shore staff or patrons
- Always exercise common sense and good judgment
- Never insult people verbally or through physical gestures
- These are examples and do not define the limits of what may be considered harassing behavior

Further Information

- Students should review and refer to Shore's Title IX and Anti-Harassment Policies found in Section XII of our Consumer Information at <http://shorebeautyschool.edu/disclosures>.
- Section XX of Consumer Information provides a list of Emergency Hotlines and County Offices of Social Services
- In particular, the ***Atlantic County Women's Center*** (1201 New Road, Suite 240, Linwood, NJ 08221, (609) 601-9925, www.acwc.org) has a relationship with Shore and is a good resource for students and employees who have been sexually assaulted.
- Published information on sexual harassment is available outside the student lounge near the bulletin board.
- For further informational resources on student rights and how to respond to and prevent sexual assault on school campuses, go to www.notalone.gov.

Questions?