

Entertainment Arts quarterly safety meeting
presentation

A Community of Respect

Title IX and Sexual Misconduct

Lindsey Beechwood
Deputy Title IX Coordinator
titleixcoordinator@scad.edu

SCAD maintains an environment for community members that is **free of sex-based discrimination and harassment**, including sexual misconduct.

The University does not tolerate such behavior and is prepared to take prompt remedial action to prevent and address such behavior and remedy its effects.

SCAD's *Sexual Misconduct Policy*
and *Grievance Process* cover
incidents that occur on or off campus.

No one can be discriminated because of their...

- > Biological sex
- > Gender identity
- > Sexual orientation
- > Marital status
- > Pregnancy, childbirth, associated medical conditions
- > Any other protected characteristics related to sex or gender under federal, state, and/or local law

Applies to entire SCAD community:

- > Students

- > Faculty

- > Staff

- > Third parties

- *Vendors*

- *Visitors*

- *Volunteers*

- *Contracted employees*

- *Parents*

- *etc.*

Prohibited Conduct

- > Unwanted conduct denying equal access
- > Quid-pro-quo harassment
- > Sexual assault (rape, fondling, incest, statutory rape)
- > Relationship violence (dating or domestic violence)
- > Stalking
- > False reporting
- > Retaliation

We strongly encourage anyone with concerns to contact our office.

The more generalized the information we receive from concerned third parties, the broader our ability to respond.

The Title IX Office assess whether a report falls within the definitions outlined in our Policy.

If it does, we outreach to the affected party to discuss options available to them, if they are interested.

If not, we may refer elsewhere, such as **student conduct, human resources, or university safety.**

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Reporting = Resources

Every SCAD employee* is required to report **any/all potential incidents** that they become aware of to the Title IX Office.

**besides licensed counselors*

However, individuals referred to our office are NOT required to meet or speak with us.

- > *Grievance Process* is neutral , equitable, and private
- > Involved parties are entitled to due process and supportive measures
- > Allows for informal and formal resolution options
- > Parties are given amnesty for alcohol/drug use
- > Sanctions are imposed depending on the severity of the offense, which may include temporary or permanent separation from the college.