

Employee presentation

# A Community of Respect

*Title IX and Sexual Misconduct*

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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 allegations which 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*
  - *Contracted employees*
  - *Visitors*
  - *Parents*
  - *Volunteers*
  - *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

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

*\*besides licensed counselors*

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# Employees do not:

- > Investigate the allegations
- > Determine whether a violation occurred
- > Make changes to someone's schedule
- > Remove either party from class, work, residence hall, etc.
- > Share details about the incident with colleagues besides reporting to the Title IX Coordinator, University Safety, or counseling
- > State any assumed outcome related to the situation

# What if the person asks you to keep what they shared confidential?

You still have a duty to report.

The only confidential reporting resource at SCAD is Counseling and Student Support Services.

Reporting = Resources

While you have a duty to report any potential incident you become aware of, the person who reported the situation is **not** required to engage with our office.

# SCAD's *Grievance Process* outlines how cases are addressed:

- > Prompt, equitable, and impartial process
- > Allows for informal and formal resolution options
- > Parties are given amnesty for alcohol/drug use
- > Information shared on a need-to-know basis
- > Sanctions are imposed depending on the severity of the offense, which may include temporary or permanent separation from the college.