

First Year Experience class 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 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

# Consent is...

Freely and actively given

Specific and mutually understood

Informed and revocable

Cycling Through Consent video

<https://www.youtube.com/watch?v=-JwIKjRaUaw>

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.



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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.

## > **Reporting = Resources**

- > The Title IX Office is separate from academic departments and law enforcement
- > Grievance Process is neutral, equitable, and private
- > Involved parties are entitled to due process and supportive measures
- > Allows for informal and formal resolution options
- > Amnesty exists if an incident involves alcohol or other drugs