



TITLE IX COMPLIANCE

Policy on Sexual Misconduct Prevention and Response

Beckfield College does not discriminate on the basis of race, color, sex, sexual orientation, age, disability, national, or ethnic origin, or religious belief as to the admission or other treatment of its students, prospective students, employees, or prospective employees.

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. All public and private elementary and secondary schools, school districts, colleges, and universities receiving any Federal funds must comply with Title IX. Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, and sexual coercion.

Title IX Coordinator

Beckfield College's Title IX coordinator is responsible for the school's overall compliance with Title IX, including response to reports of sexual misconduct affecting the campus communities. Questions regarding the application of Title IX and the school's compliance with it should be directed to the Title IX coordinator, whose contact information is available below. Students who wish to make a report of sexual misconduct affecting the campus community should follow the student complaint procedure published in the academic catalog.

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Sexual Harassment Defined

Sexual harassment includes any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is an explicit or implicit condition of employment, or of evaluation or advancement of a student; or
2. submission to or rejection of such conduct is used as the basis for an employment, evaluation, or advancement decision; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Other Prohibited Conduct

Further, it is a violation of this Policy for:

1. Any person to knowingly or recklessly make a false complaint of sexual harassment against any person;
2. Any person to give false information regarding a sexual harassment complaint;

3. Any person to retaliate in any way against a person who made a sexual harassment complaint in good faith or against a person who testified, assisted or participated in an investigation of sexual harassment; or
4. Any Beckfield College administrator, supervisor, manager, or faculty member to fail to report evidence of known sexual harassment as provided in this policy.

If Beckfield College is made aware an occasion of sexual harassment or sexual violence that creates a hostile environment, the college will take immediate action to eliminate the sexual harassment or sexual violence, prevent its recurrence, and address its effects.

Even if a student or his or her parent does not want to file a complaint, or does not request that the college take any action on the student's behalf, the College will promptly investigate to determine what occurred and then take appropriate steps to resolve the situation as appropriate, if the college knows or reasonably should know about possible sexual harassment or sexual violence,

Even if a criminal investigation is warranted to investigate allegations of sexual harassment or sexual violence, the college will still investigate independently and attempt to resolve complaints promptly and equitably.

All inquiries concerning Title IX should be referred to the college's Title IX coordinator noted above. The Title IX Coordinator's responsibilities include overseeing all complaints of sex discrimination, identifying, and addressing any patterns or systemic problems that arise during the review of such complaints.

Use of the term "sexual harassment" throughout this document includes sexual violence unless otherwise noted.