



TITLE IX STATEMENT

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.

Title IX Training for Beckfield College Title IX Employees

The TC Title IX Training Series is designed to provide foundational training to those individuals who will help to administer this required process, including Title IX coordinators, investigators, adjudicators, advisors, appeal officers, and individuals responsible for managing informal resolutions.

An Introduction to Managing Title IX Sexual Harassment on Campus

In the Fundamentals of the Law module, Scott Goldschmidt and Aaron Lacey provide an overview of the new Title IX rule. Starting with a background and history of Title IX, the module details key definitions, elements of a sufficient response to "Title IX sexual harassment," interim and supportive measures, and recordkeeping requirements.

<https://youtu.be/Ogn0q7RF0X8?feature=shared>

Formal Complaints of Title IX Sexual Harassment

In the Formal Complaints module, Scott Goldschmidt and Aaron Lacey discuss the new regulation's framework for formal complaints of Title IX sexual harassment. The module details the ten core requirements for a formal complaint process and explains the requirements regarding dismissals and consolidation of complaints.

<https://youtu.be/SxwdsrZ7cO8?feature=shared>

Title IX Investigations & Informal Resolutions

In the Investigations and Informal Resolutions module, Susan Lorenc, Scott Goldschmidt, and Aaron Lacey explain the new regulation's requirements for investigations of formal complaints of Title IX sexual harassment. The module explores key concepts, notice requirements, confidentiality, evidence, serving impartially, issues of relevance, interviews, credibility determinations, collection and review of documentation, and writing investigative reports. The module also explains the regulation's requirements regarding informal resolutions.

<https://youtu.be/plMwthkVrYg?feature=shared>

Title IX Hearings

In the Hearings module, Retired Judge Booker Shaw, Scott Goldschmidt, and Aaron Lacey, discuss the new regulation's hearing requirements for formal complaints of Title IX sexual harassment. The module delves into key concepts, the live hearing requirement, advisors, managing cross-examination, relevance, credibility, burden of proof, evidence, and legal privileges.

<https://youtu.be/sokqSgHqDE8?feature=shared>

Title IX Determinations

In the Determinations module, Susan Lorenc, Scott Goldschmidt, and Aaron Lacey explore the new regulation's requirements for written determinations of responsibility following a hearing. The module covers key concepts, the format and content of determinations, organizing facts and thoughts, excluding facts in evidence, weighing facts under applicable evidentiary standards, types of evidence, effective deliberations, and writing a defensible determination.

<https://youtu.be/stExufdCRs?feature=shared>

Title IX Appeals

In the final module of the series, Retired Judge Booker Shaw, Scott Goldschmidt, and Aaron Lacey explain the new Title IX rule's requirements for appeals. The module details key concepts, bases for appeal, drafting appeal decisions, and requirements for appeal officers.

<https://youtu.be/9pE12ou9GeQ?feature=shared>