

# Title IX



Concorde Career College/Institute (Concorde) is committed to providing a non-discriminatory and harassment-free educational, living and working environment for all members of the campus community, including students, faculty, administrators, staff, trustees or visitors. As such, Concorde prohibits all forms of sexual or gender-based harassment and sexual assault.

Title IX, regulated by the Office of Civil Rights, prohibits discrimination on the basis of sex for those who attend programs and activities that are eligible for federal funding. All schools eligible of any federal funding must comply with Title IX.

## Statistics

- 60% of campus rapes occur in the residence of the victim.
- 90% of college women who are victims of rape knew their attacker (classmate, friend, boyfriend, ex-boyfriend, other acquaintance)
- 75% of sexual assaults involve alcohol (offender, victim, or both had been drinking).
- 1 out of 4 college women will be sexually assaulted by the time they graduate.
- Bystander intervention is the most effective method to reduce sexual assaults.

## Reporting is the first step

While a victim can report sexual misconduct to any member of the campus community, the law requires that all college employees are “responsible employees.” All employees receive training on proper reporting procedures, which include providing accurate information regarding the report to the Title IX Coordinator.

## Confidential Reporting

Contact your Title IX Coordinator within the Student Affairs Department.

## Responsible Employees

- Faculty
- Law Enforcement unit employees
- Administrators
- Student Success Advisors
- Health Personnel
- Resident Advisors
- Has the authority to take action to redress the harassment
- Has the duty to report to appropriate school officials’ sexual harassment or any other misconduct by students or employees
- A student could reasonably believe has this authority or responsibility

## Will I be protected?

Yes. To ensure the safety of the victim, the College may take interim steps before the investigation is concluded if needed. This can include Interim Suspension as well as a Campus No Trespass Order.

Although the College cannot protect victims at off-campus locations, the college will provide the victim with resources regarding legal options, working with local law enforcement when necessary.

## Outcome

Based on the information gathered in the initial Title IX assessment and/or full investigation, the College will take appropriate measures designed to end the misconduct, prevent its recurrence and address its effects. Both parties – the accused and the accuser – will be notified, in writing, of the outcome of the complaint.

## What is sexual harassment?

Sexual Harassment is conduct involving unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Examples:

- Unwelcome requests for sexual activity.
- Derogatory comments or jokes of a sexual nature.
- Suggestive gestures, making graphic verbal comments about a person's body.
- Unwelcome touching, (such as repeatedly hugging or putting arms around another person).
- Unwelcome behavior that is repeated and pervasive, and creates a hostile environment

## What is sexual violence?

Any sexual act where a person is unwilling or incapable of giving consent, such as rape, sexual assault, sexual battery, sexual abuse, intimidate partner violence, and sexual coercion.

Sexual violence can be carried out by school employees, other students, or 3rd parties.

## What is a hostile environment?

A single serious act of sexual misconduct that denies a person's ability to participate in or benefit from a work or educational program

-OR-

An individual's sexual misconduct that is repeated and pervasive, and creates a hostile work or educational environment .

## Resources for Victims

### On-Campus

Your Title IX Coordinator on campus please is your Director of Student Affairs. You may also contact your Campus President for assistance as well.

## Contact Information

Contact your Title IX Coordinator on campus. If an individual, for any reason, is uncomfortable with contacting the campus-based Title IX coordinator, s/he may contact the following individual at the college's corporate office:

### Corporate Title IX Coordinator:

Koula Foura, Student Affairs Manager, 913-745-2219, [kfoura@concorde.edu](mailto:kfoura@concorde.edu)

## Helpful Links

### Online Support Resources

Rape, Abuse, and Incest National Network	<a href="https://www.rainn.org/index.php">https://www.rainn.org/index.php</a>
National Sexual Violence Resource Center	<a href="http://www.nsvrc.org/">http://www.nsvrc.org/</a>
It Happened to Alexa Foundation	<a href="http://ithappenedtoalexa.org/">http://ithappenedtoalexa.org/</a>
Kansas Coalition Against Sexual and Domestic Violence	<a href="http://www.kcsdv.org">http://www.kcsdv.org</a>
Protecting Students against Sexual Assault	<a href="https://www.justice.gov/ovw">https://www.justice.gov/ovw</a>

### LGBTQ Online Resources

Pandora's Project	<a href="http://www.pandys.org/lgbtsurvivors.html">http://www.pandys.org/lgbtsurvivors.html</a>
Survivor Project	<a href="http://www.survivorproject.org/">http://www.survivorproject.org/</a>
GLBTQ Domestic Violence Project	<a href="http://www.glbtqdv.org/">http://www.glbtqdv.org/</a>
Kansas City Anti-Violence Project	<a href="http://www.kcavp.org">http://www.kcavp.org</a>

### Online Resources for Men

Male Survivor	<a href="http://www.malesurvivor.org/index.php">http://www.malesurvivor.org/index.php</a>
One in Six	<a href="https://1in6.org/">https://1in6.org/</a>