



## Title IX Training

Title IX Coordinator  
Felicia Seifert

- Understanding Title IX
- Knowing what constitutes sex discrimination, sexual assault and sexual harassment
- Knowing how to report
- Learn how Raphael's addresses complaints
- Learn our procedures to follow

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities.

*“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”*

Raphael’s has a duty to promptly respond to complaints of sexual harassment and sexual violence in a way that limits its effects and prevents its reoccurrence.

The Title IX Coordinator responds to the complaint and is responsible for training & education.

**Sex Discrimination** includes all forms of sexual harassment, including verbal sexual harassment and sexual violence by employees, students, or third parties against employees, students, or third parties. Sex discrimination also includes unequal pay based on gender, discrimination on the basis of pregnancy, and unequal admissions and financial aid practices.

**Pregnant Students** are covered under Title IX; Pregnant students must be treated similarly to other students. Special services provided to students who have temporary medical conditions must also be provided to pregnant students. A student who is pregnant or has given birth may not be required to submit medical certification for school. Absences because of pregnancy or childbirth must be excused for as long as the student's doctor deems medically necessary. When the student returns, she must be allowed to return to the same status as before her medical leave began.

**Sexual Violence** is physical sexual acts perpetrated without consent.

Examples: Rape, Sexual assault & Sexual coercion.

**Consent** is a clear, unambiguous and voluntary agreement between the participants to engage in specific sexual activity.

**Sexual Harassment** is unwelcome conduct of a sexual nature that is sufficiently severe, persistent or pervasive, that it unreasonably interferes with, denies, or limits one's ability to participate in or benefit from a program or activity.

Examples: Requests for sexual favors, unwelcome advances, sexist comments.

Sexual harassment may include: seeking sexual favors or relationships in return for the promise of a favorable grade or career opportunity; an employment-related action, such as hiring, promotion or salary increase based on sexual favors or relationship; intentional and undesired physical contact, explicit language or writing, lewd pictures, pressure from someone in authority for a date or other intimate relationship that interferes with the ability of a person to perform their employment or academic responsibilities.

Sexual harassment victims could be staff, students or third parties. Victims and alleged perpetrators can be male or female and can take place between two individuals of the same sex.

# Title IX complaints can be reported to:

Felicia Seifert; Title IX Coordinator [titleix@raphaelsbeautyschool.edu](mailto:titleix@raphaelsbeautyschool.edu)  
330-782-3395 ext. 1107

Cole Durina; Deputy Title IX Coordinator  
[titleix@raphaelsbeautyschool.edu](mailto:titleix@raphaelsbeautyschool.edu) 330-782-3395 ext. 1105

**What should be reported?** Any observed, experienced or known sex discrimination, including sexual harassment and/or sexual violence.

**Who should report?** **Anyone** who experiences, observes, or hears about an incident of sexual harassment or sex discrimination should report to the title ix coordinator or another campus security authority (CSA) as soon as possible. This includes staff, students, and third parties.

Raphael's is obligated to designate specific people who are specially trained and experienced to address complaints of sex discrimination, including helping victims navigate the process and seek remedies.

The Title IX Coordinator helps victims by providing information about available remedies, complaint processes, and filing a police report.

They notify the victim of resources, health services, counseling, academic support & crisis centers.

They offer reasonable interim measures, which may include a change in schedule, and a no-contact order between the victim and the accused.

Raphael's is required by law to designate a Title IX Coordinator to do this job.

Law enforcement involvement does not relieve the institution from investigating under Title IX. There can be a Title IX violation without a criminal violation.

Law enforcement used "beyond a reasonable doubt", colleges use "preponderance of evidence"

Title IX protects any person on campus.

Title IX Coordinators also provide training to campus community and keep track of reports and complaints. A record is kept of all investigations.

Information reported is handled professionally and privately, it will not be made public.

Raphael's will protect your privacy to the extent possible under the law. Information is handled confidentially, but with balance to the safety of other members of the community.

We are required by law to investigate, but the investigation will be limited by the information provided by victims and the victim's interest in pursuing a formal complaint process.

The Title IX Coordinator will inform the victim about available medical service, counseling, and academic support services.

Options including Title IX grievance procedure, filing a criminal complaint, using the campus judicial procedure. Available interim remedies before an investigation or hearing takes place (academic, work location, other)

**Title IX procedures will treat all parties equally and fairly.**

**Retaliation** is prohibited against **any** individuals in the process; the accused, the victim, witnesses or reporting individuals.



# Emergency and External Reporting and/or 24 hour crisis hotlines.

## Alliance Campus

Alliance Police Department 330-821-3131  
Alliance Community Hospital 330-596-600  
Domestic Violence Project Inc. 330-453-SAFE (7233) 24 hour hotline

## Boardman Campus

Boardman Police Department 330-726-4144  
St. Elizabeth Health Center 330-746-7211  
Sojourner House 866-436-6269 24 hour hotline

## Brunswick Campus

Brunswick Police Department 330-225-9111  
Medina General Hospital 330-725-1000  
United Way of Medina County 800-330-2411 or 211 24 hour hotline

## Niles Campuses

Niles Police Department 330-652-9944  
St. Joseph Health Center 330-841-4000  
Someplace Safe 330-393-3005 24 hour hotline

## North Olmsted Campus

North Olmsted Police Department 440-777-3535  
Fairview Hospital 216-476-7000  
Domestic Violence Center 216-391-4357 24 hour hotline

## Willoughby Campus

Willoughby Police Department 440-953-4212  
Lake Health West Medical Center 440-953-9600  
Forbes House 440-357-1018 24 hour hotline

# Raphael's School of Beauty Culture, Inc. Grievance Procedure

is a resolution process with established timelines and procedures.

There are both formal and informal procedures. Sexual violence cases may not be resolved by mediation.

**Informal procedures-**a complainant may elect to pursue an informal resolution for all allegations of sexual misconduct except for sexual assault. A informal resolution is designed to resolve complaints quickly, efficiently and to the mutual satisfaction of all parties involved. All parties must mutually agree to resolve the matter. At any time the complainant can elect to proceed to the formal procedure.

**Formal Procedure Investigation-**once a report is made, an investigation will be conducted. The school's investigative process is not a criminal investigation and does not take away the complainant's right to pursue a criminal investigation. The school process may be conducted separately or congruently with a criminal investigation. It will be the complainant's discretion to make a criminal report. A formal resolution will determine if the complaint was substantiated, or was not substantiated. If substantiated, it will move forward to the appropriate disciplinary body.

# Violence Against Women Act - VAWA

**Dating Violence** is violence committed by a person who has been in a social relationship of a romantic or intimate nature with the victim; where the existence of such a relationship shall be determined based on a consideration of the following factors: length of relationship, type of relationship, frequency of interaction between the persons involved in the relationship.

**Sexual Assault** means an offense classified as a forcible or non-forcible sexual offense under the uniform crime reporting system of the Federal Bureau of Investigation.

**Stalking** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for safety or the safety of others, or suffer substantial emotional distress.

**Domestic Violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child, a person cohabitating with, or has cohabited with, the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws; and by any other person against an adult or youth victim who is protected from the person's acts under the domestic or family violence laws of the jurisdiction.

These VAWA incidents should all be reported

In Summary, Raphael's School of Beauty Culture, Inc. has a duty to promptly address complaints of sex discrimination including sexual harassment and sexual violence to limit the effects of the discrimination and to prevent its reoccurrence.

The best way to meet this requirement is to train the campus community on how to recognize these situations and have a clear and functional reporting process.

Our goal is to promptly help the victim and eliminate any future harm by reporting to the Title IX Coordinator.