

Sexual Harassment Policy

CSArts-SGV is committed to maintaining a learning environment free from harassment, intimidation, or insult, student-to-student or adult-to-student, on the basis of an individual's actual or perceived sex, sexual orientation, gender, gender identity, or expression.

Prohibited sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors or other verbal, visual or physical conduct of a sexual nature made by someone from or in the workplace or educational setting, whether against a student or an employee, when:

1. Submission to the conduct is made either expressly or by implication a term or condition of any individual's employment or education.
2. Submission to or rejection of such conduct by an individual is used as the basis for an employment or educational decision affecting the individual.
3. The conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or of creating an intimidating, hostile or offensive working or educational environment.
4. Submission to or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs or activities available at or through CSArts-SGV.

Sexual harassment is a broad term, including many types of unwelcome verbal and physical sexual attention. Examples of sexual harassment, whether committed by a supervisor, an employee, or a student, when the conduct occurs under the conditions described in #1-4 above, include, but are not limited to:

1. Unwelcome leering, sexual flirtations or propositions.
2. Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments or sexually degrading descriptions.
3. Graphic verbal comments about an individual's body or overly personal conversation.
4. Sexual jokes, stories, drawings, pictures or gestures.
5. Spreading sexual rumors.
6. Touching an individual's body or clothes in a sexual way.
7. Cornering or blocking of normal movements.
8. Displaying sexually suggestive objects in the educational or work environment.

Sexual assault refers to intentional physical sexual conduct that the victim has not consented to. Examples of sexual assault include, but are not limited to:

1. Attempted rape.
2. Unwanted sexual touching.
3. Forcing a victim to perform sexual acts.

Anyone of any gender can be a victim of sexual harassment and sexual assault.

Complaints regarding allegations of discrimination or harassment in violation of this policy may be submitted in writing to any CSArts-SGV management employee, or

directed to Title IX Coordinator and Compliance Officer, Assistant Principal Abbe Levine, who shall investigate the complaint and respond to the complainant. CSArts-SGV will maintain the confidentiality of the parties involved to the extent possible during the investigation process.

Title IX requires schools to adopt and publish grievance procedures for students to file complaints of sex discrimination, including complaints of sexual harassment or sexual violence.

Every complainant has the right to present his or her case. This includes the right to adequate, reliable, and impartial investigation of complaints, the right to have an equal opportunity to present witnesses and other evidence, and the right to the same appeal processes, for both parties.

Every complainant has the right for the complaint to be decided using a preponderance of the evidence standard (*i.e.*, it is more likely than not that sexual harassment or violence occurred).

Though federal privacy laws limit disclosure of certain information in disciplinary proceedings: schools must disclose to the complainant information about the sanction imposed on the perpetrator *when the sanction directly relates to the harassed student*. This includes an order that the harasser stay away from the harassed student, or that the harasser is prohibited from attending school for a period of time, or transferred to other classes or another residence hall.

The grievance procedures may include voluntary informal methods (e.g., mediation) for resolving some types of sexual harassment complaints. However, the complainant reserves the right to end the informal process at any time and begin the formal stage of the complaint process. In cases involving allegations of sexual assault, mediation is not appropriate.