

The Salon Professional Academy (TSPA) is committed to providing an educational environment that is free of sexual discrimination, sexual harassment and sexual violence. While this policy serves as TSPA's commitment to complying with Title IX requirements, it also serves as a call to action to build on the decades of progress and pave the way forward as we strive.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in any education program or activity that receives federal funding.

Under Title IX, discrimination based on sex includes:

- Excluding, separating, denying benefits to, or otherwise treating a person differently based on gender
- Sexual Harassment
- Sexual violence, which includes sexual assault, relationship violence, and stalking

Title IX protects students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity.

In the event of a Title IX complaint, where a Title IX Coordinator, Adjudicator or Investigator must review the complaint through its complaint process, annual trainings are certified and obtained through the following resources for the Title IX Coordinator, adjudicator, investigator and informal resolution officers to ensure that Complainants and Respondents will be treated equally and fairly following the Title IX requirements:

The Compliant/Grievance Policy and Procedure can be found in the Student Handbook or Admissions Office. The Title IX Coordinator may also be contacted at TitleIXCoordinator@tspanampa.com

AACS at <https://www.aacstraining.org/courses/CM140>

Title IX and VAWA training: CM140 - Title IX and VAWA Training: Building Safer Campuses 4-hour training and certificate was completed by Margarita Castellanos on 8/5/2021.

Summary of Course Objectives and Certificate:

Overview of Title IX and VAWA

- Explain the purpose of Title IX.
- Describe what types of conduct constitute sexual harassment and sexual violence.
- Identify the crimes of sexual violence ("VAWA crimes") required to be tracked and reported by institutions under the Clery Act.
- Recognize how VAWA expanded institutional policy and procedural requirements designed to prevent, promptly and fairly respond to, and remedy harm occurring to students from crimes of sexual violence.
- Explain the relationship between Title IX, VAWA, and the Clery Act.

Reporting and Response

- Explain the role and responsibility of a Title IX Coordinator.
- Describe how and to whom students and employees can report sexual harassment and sexual violence at your institution.
- Recognize when your institution is considered to be “on notice” of sexual harassment or sexual violence and what actions the institution must take to respond.
- Contrast the role of a Responsible Employee to that of a Title IX Coordinator.
- Assess the obligation of a school to keep Title IX complaints and victim identity confidential and the limitations of that confidentiality.

Investigations and Disciplinary Procedures

- Recognize the elements that must be contained in grievance procedures used by an institution to receive and evaluate complaints of sexual harassment.
- Identify the additional elements that must be contained in procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, and stalking.
- Explain how a Title IX Investigation is conducted.
- Contrast the purpose and standard of proof in an institutional Title IX proceeding with a criminal proceeding.
- Recognize how off-campus conduct can implicate a school’s Title IX investigation obligations and how Title IX and VAWA off-campus jurisdiction differ.

Prevention and Education

- Explain the sanctions and remedial measures your institution may impose for a VAWA crime.
- Explain the prohibition against retaliation for reporting or being involved in a disciplinary proceeding regarding a Title IX offense, including VAWA crime.
- Gain a basic familiarity with VAWA crime definitions under the Clery Act.
- Examine the meaning of consent, including under the state law where your institution is located.
- Describe strategies for bystander intervention to prevent sexual violence.
- Recognize the dynamics of sexual assault, including key aspects of victim behavior, trauma response, intimate partner violence, and capacity to consent.

The sexual harassment and full campus security/annual security report may be obtained in the Admissions Office at The Salon Professional Academy.



REPRESENTING BEAUTY & WELLNESS EDUCATION

S I N C E 1 9 2 4

Certificate of Completion

This is to certify that

Margarita Castellanos

has successfully completed the requirements for the following online course:

CM140 - Title IX and VAWA Training: Building Safer Campuses

on

August 05, 2021

Continuing Education Credit: 4 Hours

Verification Email: admin@maxknowledge.com

Verification Code: 36b5d97089dabf54a47366050d3a0845

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