

KEY TITLE IX DEFINITIONS

Actual Knowledge occurs when any College employee:

1. witnesses sexual harassment first hand,
2. hears about an allegation of sexual harassment from any source; or
3. receives a complaint about sexual harassment by any means (e.g. written, verbal, electronic)

Sexual Harassment occurs when conduct on the basis of sex rises to the level of at least one of the following:

1. An employee of a district conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct which a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity. (i.e. hostile environment); or
3. Sexual assault, dating violence, domestic violence, and stalking (on the basis of sex) as defined under federal law (i.e. Clery Act and Violence Against Women Act).

Jurisdiction: The College is required to respond, under Title IX, to those allegations of sexual harassment where:

- I. The College exercises substantial control over both the respondent (i.e. the person accused of sexual harassment) and the context (e.g. College setting, or College sponsored event) in which the harassment occurred; and
2. At the time of the alleged sexual harassment, the complainant (i.e. the alleged victim of sexual harassment) must be:
 - (a) in the United States, and
 - (b) trying to access a College's education program or activity.

TITLE IX—2020 REGULATIONS FLOW CHART

