

TITLE IX at Lansdale School of Business

Title IX requires that “no person in the United States shall, on the basis of sex, sexual orientation or gender identity, 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.”

On April 19, 2024, the U.S. Department of Education released its final rule to full effectuate Title IX’s promise that no person experiences sex discrimination in federally funded education. The 2024 regulations are effective August 1 of 2024.

As such, Title IX of the Education Amendments of 1972, and as amended prohibits discrimination based on the gender preference of students and employees of educational institutions that receive federal financial assistance. Lansdale School of Business (“LSB” or “the School”) is governed by these Title IX regulations.

In addition to these federal legislative requirements, Act 16 of 2019 of the General Assembly of Pennsylvania requires all postsecondary institutions in the Commonwealth of Pennsylvania to adopt a clear, understandable written policy on sexual harassment and sexual violence that informs victims of their rights under federal and state law, including the crime victims bill of rights.

The United States Department of Education’s Office for Civil Rights (OCR) oversees the enforcement of the Title IX regulations.

WHO IS COVERED BY TITLE IX?

All educational institutions that receive federal financial assistance are effectively required to adhere to Title IX regulations. Even if only one of the institution’s programs or activities receives federal funding, all the programs within the institution must comply with Title IX regulations.

FACTS ABOUT TITLE IX

The regulations prohibit sex discrimination in all programs, including:

- Course offerings, classroom access, grading, and other academic activities
- Student counseling and academic support
- Hiring and retention of employees (staff, faculty, and administration)
- Job related benefits and leave
- Pregnancy

Athletic departments are not the only component of college life governed by Title IX. Here at LSB we do not have an athletic department.

In addition to sex discrimination, Title IX also prohibits sexual misconduct (which includes sexual harassment, gender harassment, and sexual violence). Additional information regarding what behaviors may constitute sexual harassment and other forms of sexual misconduct is available on the Department of Education’s Office of Civil Rights website or by viewing this video on YouTube:

https://youtu.be/8kyG_olGj8?si=OYHCRN7foE9uG7vT

Title IX serves to protect the rights of all men and women. Title IX regulations requires that males and females receive fair and equal treatment in all educational and employment areas. Title IX also protects individuals who report sex discrimination and sexual misconduct from retaliation by individuals or by

institutions. The reporting of incidents of discrimination is integral to the effective enforcement of Title IX law.

Therefore, the protection and confidentiality of complainants, as well as the accused, is important. Retaliation against any individual who reports or makes a complaint about a Title IX violation will not be tolerated at Lansdale School of Business. The School will impose appropriate corrective action against any individual found to have engaged in acts or threats of retaliation.

COMPLIANCE WITH TITLE IX

TITLE IX COORDINATOR at LANSDALE SCHOOL OF BUSINESS

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WHO IS RESPONSIBLE?

Any and all employees of the School are required to report instances of alleged violations of Title IX as soon as they become aware of such a situation. Without exception, if an employee is not sure if a situation warrants reporting, he/she must seek guidance from the Title IX Coordinator.

It is essential that institutions receiving federal financial assistance operate in a nondiscriminatory manner. To ensure the School's compliance with the law, adherence to Title IX regulations is everyone's responsibility. The penalty for failure to comply with Title IX, in the most extreme circumstances, can include the termination of all or part of an institution's federal funding including grants and student loans. It can also result in the termination of a School employee or the dismissal of a student.

REPORTING COMPLAINTS UNDER TITLE IX

Any member of the LSB community who believes he/she has been the victim of sex discrimination, sexual misconduct, or who has witnessed such conduct, should report such misconduct or file an informal or formal complaint with the School's Title IX Coordinator*

Students who believe they have been or are victims of sex discrimination or sexual harassment, including sexual assault or sexual violence on or off campus, whether by School employees, contracted services employees, other students, or non-community members are encouraged to request immediate personal support and assistance from the Title IX Coordinator. Any member of our senior administrative staff can initiate the process by completing the incident report found on our intranet.¹

Student complaints against other students concerning sexual assault, sexual violence or other sexual misconduct may be made on an informal or formal basis with the School's Title IX Coordinator or our Executive Director². All complaints filed with or received by our Executive Director will be forwarded to the Title IX Coordinator who will direct an appropriate investigation.

Employees who believe they are being harassed or discriminated against on account of their gender should promptly make a report to the Title IX Coordinator, to his/her supervisor, to our Executive

1. Incident Forms are available via our intranet on the T, Z and I Drives for an initial intake should one be needed. If a complaint is recorded, it is to be forwarded directly to the Title IX Coordinator Barbara Santangelo at: bsantangelo@LSB.edu.
2. Marianne Johnson is our Executive Director. Her email address is mjohnson@LSB.edu
3. Lisa Leitch is the Director of Nursing for the Practical Nursing Program. Her email address is: lleitch@LSB.edu

Director, or the Director of Nursing³. All reports made to the employee's supervisor must be immediately forwarded to the Title IX Coordinator either by email or by appointment.

Additionally, Lansdale School of Business has entered into agreement with Victim Services Center, of Montgomery County (PA), Inc, a sexual assault, domestic violence, and violent crimes center serving the greater Montgomery County, PA area to provide additional resources and support to the LSB community including all students and employees. VSC provides free, confidential services including a 24-hour hotline (888-521-0983), and with Laurel House of Norristown, PA, an emergency shelter, counseling, trauma therapy, medical and legal advocacy, community education and training organization. VSC. also provides additional services that focus on healing, support, and justice for victims of sexual assault, domestic violence, and other violent crimes.

A copy of their training session is available for viewing on our website and our intranet.

IMPORTANT FACTS

1. Lansdale School of Business will utilize its best efforts to protect all School community members from sex discrimination, gender-based harassment, sexual harassment, sexual assault, and sexual violence.
2. LSB will take affirmative and corrective action whenever it becomes aware of alleged sex discrimination, sexual assault, sexual violence, or other sexual misconduct within the School community, whether a complaint has been made or not. Hear-say will be investigated as well.
3. To meet our Title IX obligations and to the extent possible, every effort will be made to keep the details of complaints confidential and to follow the School's procedures for conducting a thorough investigation and making appropriate recommendations. However, the School's ability to *strictly* observe confidentiality may be compromised where the safety of members of the community is judged to be at risk.
4. The safety and security of all members of the School community is a priority matter.
5. The internal investigation of a complaint will be conducted, and a decision rendered, no matter the timeline or outcome of case if resolved by external authorities.

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