

TITLE IX

Gender Discrimination and Sexual Harassment



Title IX of the Education Amendment of 1972 and Cowley College policy prohibit discrimination in services or benefits at the college based upon gender. Sexual harassment is a form of gender discrimination and therefore prohibited under Title IX. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

The following are examples of types of conduct which may constitute sexual harassment:

- *Inappropriate touching, patting, or pinching
- *Physical assault or coerced sexual activity
- *Demands or subtle pressure for sexual favors
- *Obscene phone calls, texts, email, gestures, or other communication modes

Any member of the Cowley College community (student, faculty, staff, or guest) who believes that discriminatory practices have been engaged in based upon gender may discuss their concerns and file informal or formal complaints of possible Title IX violations with the Cowley College Title IX compliance officer:

Ben Schears, Vice President of Student Affairs

Room #208A, Galle-Johnson Hall

620-441-5245

schears@cowley.edu

Complaints or concerns may also be reported to the following individuals:

Slade Griffiths, Vice President of Academic Affairs, Galle Johnson Hall #206, 620-441-6584, griffiths@cowley.edu

Tony Crouch, Executive Vice President of Business Services, GJ Hall #205, 620-441-5207, crouch@cowley.edu