

# Title IX

## It's about more than Athletics

**TITLE IX IS ABOUT:** RAPE; Sexual Assault; Sexual Misconduct; Dirty Jokes; CONSENT; Equitable Hiring Practices; Retaliation; Pregnancy Discrimination; Lewd Behavior; Stalking; Fairness in Promotions; Leering; Sexual Posters; Domestic Violence; Unwanted Sexual Gestures; Coercion; Unwelcome Advances; Sexual Images; Suggestive Letters; Sexual Harassment; Non-Discriminatory Promotion; Support; Requests for Sexual Favors; Obscene Notes; Quid Pro Quo; Bystander Intervention; Relationship Violence; Unwanted Touching; Ogling; Prevention; AND MORE ....

### Los Angeles Community College District



Office for Diversity, Equity, and Inclusion  
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### WHAT'S TITLE IX ABOUT?

Title IX is about **GENDER EQUITY in EDUCATION**. This means not discriminating on the basis of sex and includes Sexual Harassment and Sexual Assault (which are forms of Sexual Misconduct). This also includes treating people equitably, regardless of sexual orientation or expression, and/or possible transgender identity.

**SEXUAL MISCONDUCT** is sexual activity that occurs without Consent (as defined below) prior to and/or during the sexual activity. Sexual Harassment and Sexual Assault are forms of Sexual Misconduct.

- **SEXUAL HARASSMENT** includes unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct, including suggestive or obscene letters or notes, leering, displaying sexual posters or photos, threatening reprisal or retaliation, and more.
- **SEXUAL ASSAULT** is any involuntary sex act in which a person is coerced or physically forced to engage against their will, and/or non-consensual sexual touching. Sexual Assault is Sexual Harassment on steroids; it includes rape and sexual battery.

**CONSENT** is mutual, honest, open, direct agreement. Consent to participate in sexual activity must be clear, coherent, willing, and ongoing. It is never implied and cannot be assumed, even in a relationship.

**TRANSGENDER** refers to someone whose gender identity is different from the gender on their birth certificate.

**CONFIDENTIALITY** means not sharing information with anyone other than the person who told it to you. (Contrast with “Privacy,” which means sharing on a need-to-know basis.)

**RESPONSIBLE EMPLOYEE** refers to a Los Angeles Community College District (LACCD) employee who has a reporting responsibility, pursuant to Title IX. LACCD Employees must report to a Title IX Coordinator any instance of Sexual Misconduct at or connected to the College or the District, which they have been told about or have seen.

## WHAT ELSE DO I NEED TO KNOW? WHO ARE THE TITLE IX PLAYERS?

- (1) **YOU**, because the District designates every employee a “Responsible Employee,” with very few exceptions.
- (2) The **TITLE IX COORDINATOR** is the person in the District Office and at each College who is designated to lead and coordinate handling of Title IX issues; Coordinators do NOT investigate.
- (3) **TITLE IX ADVOCATES** are employees assigned by a Title IX Coordinator to assist a party to a Sexual Misconduct case. The Advocate’s role includes providing moral support, as well as information regarding procedural issues throughout the investigation.
- (4) **COMPLIANCE OFFICERS** investigate Title IX complaints through the Office for Diversity, Equity, and Inclusion.

## RESPONSIBLE EMPLOYEES

REALLY? I’M A RESPONSIBLE EMPLOYEE?

**YES, YES, YES!**

**WELL THEN, what does it mean to be a Responsible Employee?**

Quite simply, being a Responsible Employee means reporting incidents of Sexual Harassment or Sexual Assault that you see or learn about to a Title IX Coordinator.

### How did I become a Responsible Employee?

The Los Angeles Community College District has concluded that ALL employees are “Responsible Employees” for Title IX purposes, except for mental health professionals and clergy when acting in those professional capacities.

### What do I have to do?

IMMEDIATELY inform anyone talking to you about an incident that you are required to notify the Title IX Coordinator, **and then do so**. That’s it!

## WHAT IS TITLE IX?

In June 1972, President Richard M. Nixon signed Title IX of the Education Amendments of 1972 into law. It states:

*No person in the United States shall, on the basis of sex, 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.*

Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq. applies to all aspects of education programs or activities operated by recipients of federal financial funds, including elementary and secondary schools, colleges, universities and more.

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### **LACCD DISCRIMINATION AND HARASSMENT POLICY**

Board Rule, Chapter XV

<http://www.laccd.edu/Board/Pages/Board-Rules.aspx>

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### **LACCD PROCEDURE**

Administrative Regulation C-14

<http://www.laccd.edu/About/Documents/AdministrativeRegulations/C-14.docx>

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### **AREA RESOURCES**

<http://www.laccd.edu/Departments/DistrictResources/OfficeOfDiversity/TitleIX/Pages/Resources.aspx>

## TITLE IX Coordinators

Your Resources for Title IX Questions

**DISTRICT: Cristy Passman, J.D., Ed.D.**

**(213) 891-2000 x 3113**

City:	Joe Exnowski Camille Goulet	(323) 953-4000 x2274 (323) 953-4000 x2758
East:	Angelica Toledo Alfonso Rios	(323) 265-8613 (323) 415-5368
Harbor:	Dawn Reid Peggy Loewy-Wellisch	(310) 233-4346 (310) 233-4321
Mission:	Kelly Enos Larry Resendez	(818) 364-7610 (818) 364-7733
Pierce:	Dr. Genice Sarcedo-Magruder Dr. Earic Dixon-Peters	(818) 710-3318 (818) 719-6418
Southwest:	Monica Garcia Jeanette Magee	(323) 241-5005 (323) 241-5274
Trade Tech:	Kaneesha Tarrant Christopher Sweeten	(213) 763-7076 (213) 763-7207
Valley:	Liz Negrete	(818) 947-2702

	Florentino Manzano	(818)947-2691
West:	Glenn Schenk	(310) 287-4275
	Carmen Dones	(310) 287-4522
ESC:	Victoria Friedman	(213) 891-2125

Secretary: Danny Pasillas 213 891-2315

If a person wants to speak confidentially, send them to a Mental Health professional.

You still must notify the Title IX Coordinator for Clery Act reporting, but can do so without names.

**Office for Diversity, Equity and Inclusion – Title IX**  
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