



**Kansas City
Art Institute**

Sexual Harassment/Title IX
Policy and Reporting



Consistent with its Non-Discrimination and Equal Employment Opportunity Notice and the U.S. Department of Education's implementing regulations for Title IX of the Education Amendments of 1972 ("Title IX"), the Kansas City Art Institute prohibits Sexual Harassment that occurs within its education programs and activities.



Scope of the Policy

- Applies to:
 - Sexual Harassment that occurs within the Institute's Education Programs and Activities and that is committed by an administrator, faculty member, staff, student, contractor, guest, or other member of the Institute community.

Scope of the Policy

- Does NOT apply to:
 - Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the Institute's Education Programs and Activities.
 - Sexual Harassment that occurs outside the geographic boundaries of the United States, even if the Sexual Harassment occurs in the Institute's Education Programs and Activities, such as a study abroad program.



Prohibited Conduct

- Sexual Assault
- Quid Pro Quo Sexual Harassment
- Hostile Environment Sexual Harassment
- Domestic Violence
- Dating Violence
- Stalking



Prohibited Conduct

- Sexual Assault
 - rape
 - sodomy
 - sexual assault with an object
 - fondling
 - incest
 - statutory rape



Prohibited Conduct

- Domestic Violence
- Dating Violence
- Stalking



Prohibited Conduct

- Quid Pro Quo Sexual Harassment
- Hostile Environment Sexual Harassment
 - unwelcome comments
 - efforts to develop an unwanted relationship
 - unwelcome touching
 - sharing images/voyeurism



Consent

- Consent refers to words or actions that a reasonable person would understand as clear agreement to engage in sexual activities.
- A person who is incapacitated is not capable of giving Consent.
- A person must be of legal age to consent.
- Consent must be given voluntarily. It cannot be procured through physical violence, threats, blackmail, or other unreasonable pressure for sexual activity.



Consent

- Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Previous relationships or prior consent do not imply consent to future sexual acts.
- Because of power dynamics, a student (even though an adult) cannot consent to sexual activity with an employee.



Consent video

<https://youtu.be/laMtr-rUEmY>



Reporting

- KCAI cannot resolve matters that are not brought to its attention.
- Students are encouraged to report incidents they have experienced, witnessed, or of which they have knowledge.
- Employees who witness, or are otherwise aware of any activity that may violate this policy are **REQUIRED** to immediately report the incident to the appropriate campus officials.



Reporting

- Gina Golba
 - Vice President and Dean of Students
 - Title IX Coordinator
- Others who may assist in reporting
 - Joe Timson, Assistant Dean of Students
 - Amanda Hajdu, Director of Student Support
 - Security



Reporting

- The complainant may file a formal complaint
 - in writing and submitted to the Title IX Coordinator

OR

- The Title IX Coordinator may file in a complaint



What happens when we receive a formal complaint?

- KCAI will investigate the complaint and determine if the alleged conduct violated policy.
- Formal resolution may be used
 - Includes a formal hearing
 - cross examination
- Informal resolution may be used, only if appropriate and agreed upon by both parties.
- Protective measures may be implemented



Investigative Process

Preliminary Assessment



Written notice to both parties (interim measures)

Formal investigation

Formal Hearing

Administrative Adjudication

Informal Resolution

Outcome provided to both parties

Appeal, both parties

No violation, case closed



Sanctions

- Responsible
 - suspension
 - expulsion
 - training

*List is not all inclusive



Bystander Intervention

- Asking an individual if they are okay
- Making an excuse to help someone out of a potentially risky situation, or away from another person
- Recommending to a bartender or host that someone has had too much to drink
- Pointing out someone's disrespectful behavior in a safe and respectful way
- Calling the police



Signs of abuse

- Explosive temper
- Isolation
- Possessiveness
- Repeated pressure to have sex
- Extreme jealousy or insecurity
- Consistently putting someone down



Resources and Support

- MOCSA
 - Metropolitan Organization to Counter Sexual Assault
- Counseling Services
 - MyKCAI/Student Services
- Kansas City Anti-Violence Project
 - LGBT resource
- Rose Brooks Center for Domestic Violence
- St. Luke's Hospital



Conclusion

While KCAI prohibits sexual harassment, we unfortunately still receive reports of violations. KCAI does however have far lower rates of violations than the statistical averages.

We believe in an environment free from any type of harassment and encourage each of you to do your part!