

**Title IX of the Education Amendments of 1972 ("Title IX") protects people from discrimination based on sex in education programs or activities which receive Federal financial assistance. Title IX 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 program or activity receiving Federal financial assistance.**

**HCI not only complies with the letter of Title IX's requirements, but also embodies the law's intent and spirit. HCI is committed to compliance in all areas addressed by Title IX, including access to higher education, career education, math and science, standardized testing, athletics, education for pregnant and parenting students, learning disabilities, and other programs and activities.**

**The purpose of this policy is to ensure that HCI's policies are applied and interpreted in ways consistent with Title IX and other applicable law.**

**It is the policy of HCI to provide educational, preventative and training programs regarding sexual or gender-based harassment; to encourage reporting of incidents; to prevent incidents of sexual and gender-based harassment from denying or limiting an individual's ability to participate in or benefit from HCI's programs; to make available timely services for those who have been affected by discrimination; and to provide prompt and equitable methods of investigation and resolution to stop discrimination, remedy any harm, and prevent its recurrence.**

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**HCI defines sexual harassment as unwelcome behavior of a sexual nature that relates to the gender or sexual identity of an individual and that has the purpose or effect of creating an intimidating, offensive or hostile environment for study. This policy applies to all interactions between students and HCI faculty members and other faculty, staff, and administrative personnel, and other students.**

**Conduct alleged to be sexual harassment will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context, and duration of the questioned behavior. Repeated incidents or a pattern of harassing behavior may be cause for serious corrective action. However, an isolated incident, even if isolated, may be sufficient cause for action under this policy including referral to law enforcement when applicable.**

**Quid pro quo sexual harassment can occur whether a person resists and suffers the threatened harm, or the person submits and avoids the threatened harm. Both situations could constitute discrimination on the basis of sex. A hostile environment can be created by persistent or pervasive conduct or by a single severe episode. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment. Sexual violence, including rape, sexual assault, and domestic and dating violence, is a form of sexual harassment.**



**Based on the outcome of the investigation, the Title IX Officer or designee will determine if there is sufficient cause to proceed with the complaint. If so, the Title IX Officer or designee will arrange for an informal resolution conference with the accused (Complainants do not attend informal resolution meetings but are apprised of the meeting's outcome). If the accused does not accept responsibility for the allegations and/or the proposed sanction(s), the Title IX Officer or designee will determine if the evidence warrants a formal hearing before the Grievance Committee.**

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HCI endeavors to resolve complaints promptly. Ordinarily, the investigative stage will take no longer than 60