

Reading Area Community College (RACC) College Policy – Title IX

Visit us online at racc.edu/title-IX

A Guide for Students

The following will provide you with the necessary information to assist you with support and the reporting of any discrimination or harassment based on sex.

RACC's Statement of Non-Discrimination & Harassment

Reading Area Community College adheres to all federal, state, and local civil rights laws prohibiting discrimination and harassment in employment and education. The Reading Area Community College does not discriminate in its admissions practices, employment practices, or educational programs or activities on the basis of sex, except as may be permitted by law. As a recipient of federal financial assistance for education activities, the College is required by Title IX of the Education Amendments of 1972 (Title IX) to ensure that all of its education programs and activities do not discriminate on the basis of sex. Sex includes sex assigned at birth, sex stereotypes, sex characteristics, gender identity, sexual orientation, and pregnancy or related conditions. Sex discrimination is prohibited under Title IX and by College Policy, and it includes sex-based harassment, sexual assault, dating and domestic violence, stalking, quid pro quo harassment, hostile environment harassment, disparate treatment, and disparate impact.

The College also prohibits retaliation against any person opposing discrimination or harassment or participating in any internal or external investigation or Complaint process related to allegations of sex discrimination.

What is Title IX?

Title IX of the Education Amendments of 1972 ("Title IX"), provides that "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."

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Any person may report sex discrimination (whether or not the person reporting is alleged to have experienced the conduct) in person, by mail, by telephone, by video, or by email, using the contact information listed for the Title IX Coordinator.

For a complete copy of the Title IX, Equal Opportunity, Harassment, and Nondiscrimination policy or for more information, please visit Title IX at <https://www.racc.edu/title-ix>

Who Must Comply with Title IX?

- ✓ Students
- ✓ College Faculty and Staff
- ✓ College Administrators
- ✓ 3rd Party Vendors and/or Visitors to RACC

Examples that May Be Considered Sexual Discrimination or Harassment

Verbal

- Repeated requests for dates and sex
- Sexual comments about clothing or body parts
- Sexually oriented humor or language
- Kissing sounds, whistling, cat calls
- Obscene phone calls
- Comments about sexual likes/dislikes
- Comments about sexual behavior

Non-Verbal

- Leering or ogling
- Pornographic pictures, calendars, mugs
- Repeated "love" letters
- Sexually oriented electronic messages or images
- Sexual hand or body gestures
- Invading someone's personal space
- E-mail/screen savers/desktop "wall paper"

Physical

- Intrusive touching including pats, squeezes, pinches, and or brushing up against someone
- Kissing
- Fondling
- Stroking
- Rape

Sex-based Harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex. This includes:

- Quid Pro Quo
- Hostile Environment Harassment
- Sexual Assault
- Rape
- Fondling
- Incest
- Statutory Rape
- Dating Violence
- Domestic Violence
- Stalking
- Sexual Exploitation



Ten South Second Street, Reading, PA 19602
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TITLE IX

U.S. DEPARTMENT OF EDUCATION
Protecting all students

Who Should You Contact?

Lizette Flowers, Title IX Coordinator
10 South 2nd St.
PO Box 1706
Reading, PA 19603
Yocum Library - Room 306
Phone: 601.372.4721, Ext. 5005
Fax: 610.607.6295
lflowers@racc.edu

Non-Retaliation

Retaliation against any individual for making a complaint of sexual harassment, discrimination or sexual violence or for assisting in the investigation of such a complaint is a violation of RACC's Title IX policy and will not be tolerated. Any acts of retaliation will be subject to appropriate disciplinary action.

Confidentiality

All actions taken to investigate and resolve complaints through this procedure shall be conducted with as much privacy, discretion and confidentiality as possible without compromising the thoroughness and fairness of the investigation. In the course of an investigation, the Investigator(s) may discuss the complaint with witnesses and those involved in or affected by the complaint.



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