

title IX



and compliance

INSPIRED OPERATIONS

com·pli·ance (n)



The action or fact of complying with a wish or command.



objectives



01

OBLIGATION

02

TITLE IX

03

SEX BASED
HARASSMENT

04

REPORTING

05

GRIEVANCE
PROCEDURE

06

QA

07

QUESTIONS

what is title IX?



Title IX is a federal civil rights law in the United States of America that was passed as part (Title IX) of the Education Amendments of 1972. It **prohibits sex-based discrimination in any school or other education program that receives federal money.**

<https://avedainspiregreatness.com/consumer-information/>



prohibited behavior

- STATEMENT OF NON DISCRIMINATION
- POLICY



sex based harassment

- **QUID PRO QUO**- An employee, agent, or other person authorized by the Institute to provide an aid, benefit, or service under the Institute's education program or activity explicitly or implicitly conditioning the provision of such an aid, benefit or service on a person's participation in unwelcome sexual conduct.
- **HOSTILE ENVIRONMENT**Unwelcome sex-based conduct that, based on the totality of circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the Institute's education program or activity. Whether a Hostile Environment has been created is a fact-specific inquiry that includes consideration of the following:
 - The degree to which the conduct affected the complainant's ability to access the education program or activity;
 - The type, frequency, and duration of the conduct;
 - The parties' ages, roles within the education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
 - The location of the conduct and the context in which the conduct occurred; and
 - Other sex-based harassment in the education program or activities
- **SPECIFIC SEXUAL VIOLENCE OFFENSES**-Sexual Assault meaning an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
 - Dating Violence meaning violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (1) the length of the relationship; (2) the type of relationship; and (3) the frequency of interaction between the persons involved in the relationship.
 - Domestic Violence meaning felony or misdemeanor crimes committed by a person who: (A) is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the Institute, or a person similarly situated to a spouse of the victim; (B) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; (C) shares a child in common with the victim; or (D) commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.
 - Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (A) fear for the person's safety or the safety of others; or (B) suffer substantial emotional distress.

reporting violations of title IX



- REPORT
- COMPLAINT

filing a complaint



- REPORTING- If you believe that you have experienced or witnessed sex discrimination (including sex-based harassment or retaliation), the Institute encourages you to notify the Title IX Coordinator, or another responsible employee as soon as possible after the incident. A report may be made to either or both the police (where appropriate and applicable) and the Title IX Coordinator.

The criminal process is separate from the Institute's Title IX Grievance Procedure. Resources for reporting to local law enforcement can be found within the policy.

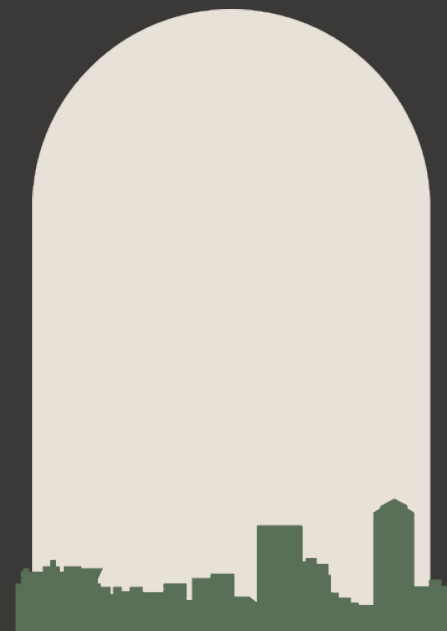
title IX

DEPUTY COORDINATORS



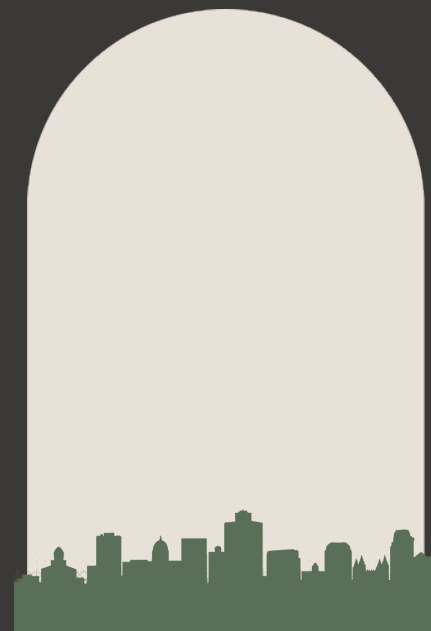
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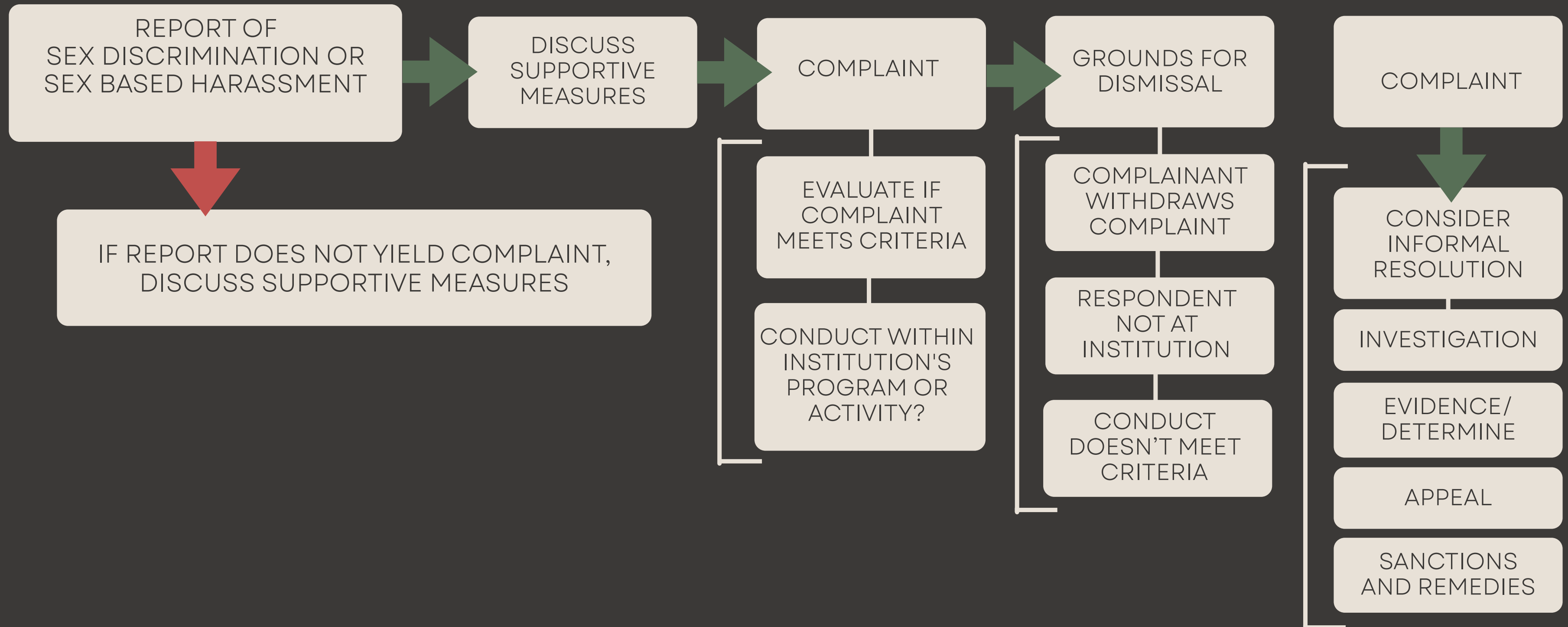
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grievance process flow chart



Q&A



- WHO IS YOUR TITLE IX DEPUTY COORDINATOR?
- WHERE IS OUR POLICY FOUND?
- WHO IS A MANDATORY REPORTER?



questions?





mission

Our mission at Aveda is to care for the world we live in, from the products we make to the ways in which we give back to society. At Aveda, we strive to set an example for environmental leadership and responsibility, not just in the world of beauty, but around the world.



governing agencies

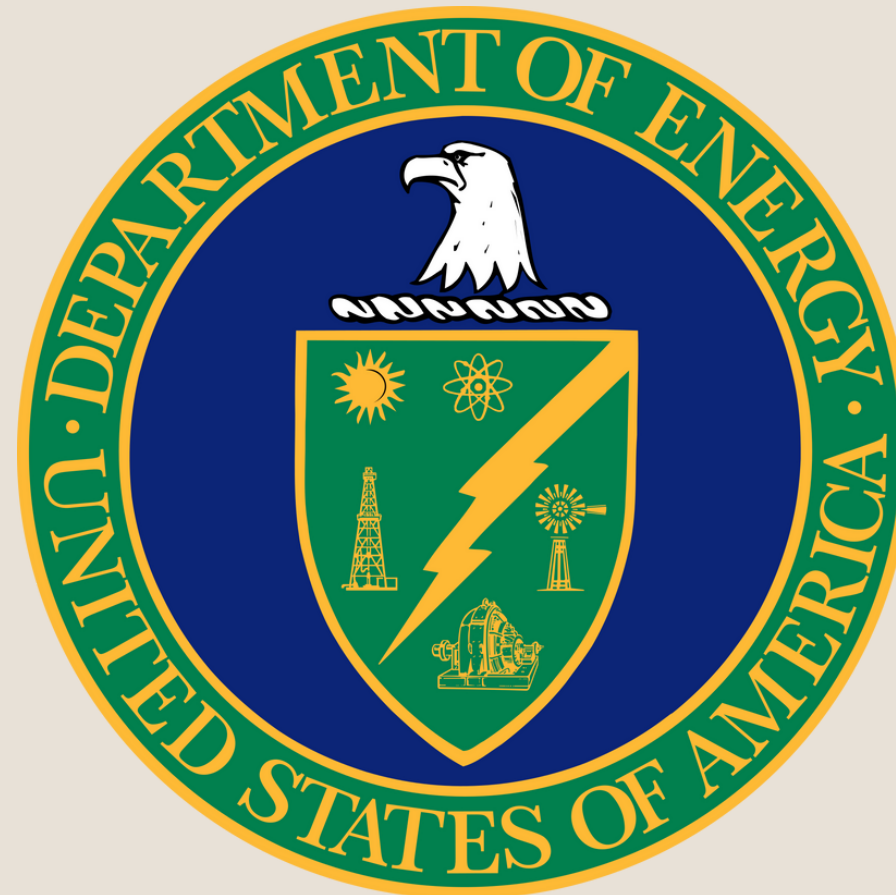


NACCAS



GUIDELINES
PROVIDES ACCREDITATION

DOE



GUIDELINES
ALLOWS USE OF TITLE IX FUNDS

STATE



GUIDELINES
PROVIDES LICENSURE