Sinclair Community College
Sexual Harassment and Sex Discrimination Policy

1. Sinclair fully complies with Title IX of the Education Amendments of 1972, and its implementing regulation, 34 C.F.R. Part 106. Title IX provides:

“No individual 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 [Sinclair] education program or activity receiving Federal financial assistance.”

2. Sex discrimination is conduct or procedure which has the purpose or effect of restricting or denying access to opportunities, programs, or resources on the basis of sex, and is prohibited at Sinclair.

3. All at Sinclair shall work and study in an environment free of discrimination on the basis of sex, including sexual harassment. All Sinclair students and employees are protected under and subject to the guidelines of Sinclair’s Title IX policy and related procedures.

4. There are six types of “Title IX Sexual Harassment” prohibited at Sinclair: (1) quid pro quo sexual harassment, (2) unwelcome conduct sexual harassment, (3) sexual assault, (4) dating violence, (5) domestic violence, and (6) stalking on the basis of sex.

5. Sinclair shall have a full U.S. Department of Education-compliant set of procedures to duly and fairly process and adjudicate accusations, questions, complaints, false accusations, retaliation, and the proactive training needed related to Title IX-prohibited behavior.

6. Sanctions and corrective actions for non-compliance with Sinclair’s policies and procedures will be applied and based on the severity of the offending actions in each case.

7. The President shall establish procedures to administer this Policy in compliance with applicable statutes, regulations, and official guidance. The procedures shall include the designation of a Title IX Coordinator and periodic training of employees and students.

8. The President of Sinclair shall periodically report to the Sinclair Board of Trustees the aggregate results of processing Title IX cases at Sinclair.

Approved by Sinclair Board of Trustees, Resolution #2020-23, September 15, 2020
(Supersedes and replaces: Sexual Harassment and Sexual Misconduct Policy, Approved by Board of Trustees, Resolution # 2015-50, December 3, 2015)