



UNDERSTANDING SEXUAL MISCONDUCT AND SEX BASED HARASSMENT

Title IX prohibits all gender based harassment, which is unwelcome conduct based on an individual's sex, harrassing conduct based on an person's failure to conform to sex stereotypes.

Sex-based harassment can be carried out by school employees, other students, and third parties. All persons can experience sex-based harassment, including male and female students, LGBTQI+ personas, individuals with disabilities, and those of different races, national origins, and ages. Title IX protects all from sex-based harassment, regardless of the sex of the parties, including when they are members of the same sex.

Sex-based harassment creates a hostile environment if the conduct is sufficiently serious that it denies or limits a one's ability to participate in or benefit from the school's program. When a school knows or reasonably should know of possible sex-based harassment, it must take immediate and appropriate steps to investigate or otherwise determine what occurred. If an investigation reveals that the harassment created a hostile environment, the school must take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.

ERIE INSTITUTE OF TECHNOLOGY'S COMMITMENT TO OUR EDUCATIONAL COMMUNITY

Erie Institute of Technology (EIT) continually works to

- Provide training and awareness programs for employees and students to share expectations regarding zero-tolerance for sex-based harassment and discrimination.
- Protect all students and employees from all forms of sex discrimination.
- Provide full protection from sex-based harassment
- Protect LGBTQI+ persons from discrimination
- Protect those who are pregnant or have pregnancy related conditions
- Take prompt and effective action to end any sex discrimination; prevent recurrence and remedy its effects
- Remain compliant with local, state and federal laws and regulations related to sex-based harassment, discrimination, and violence
- Provide resources and assistance programs for employees and students



EIT has a secure, confidential, and anonymous online reporting tool to receive complaints of sexual harassment and sexual violence from students and employees. Scan the code below to connect to the report:



Concerns or questions about reporting may be made in person or in writing to the Title IX Coordinator, to the Student Services Coordinator, or to Human Resources.