

The Salon Professional Academy (TSPA) is committed to providing an educational environment free of sexual discrimination, sexual harassment, and sexual violence. This policy reflects TSPA's commitment to complying with Title IX requirements and calls on us to build on decades of progress and pave the way forward as we strive.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in any education program or activity that receives federal funding.

Under Title IX, discrimination based on sex includes:

- Excluding, separating, denying benefits to, or otherwise treating a person differently based on gender
- Sexual Harassment
- Sexual violence, which includes sexual assault, relationship violence, and stalking

Title IX protects students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity.

In the event of a Title IX complaint, where a Title IX Coordinator, Adjudicator, or Investigator must review the complaint through its complaint process, annual trainings are certified and obtained through the following resources for the Title IX Coordinator, adjudicator, investigator, and informal resolution officers to ensure that Complainants and Respondents will be treated equally and fairly following the Title IX requirements:

The Compliant/Grievance Policy and Procedure can be found in the Student Handbook or Admissions Office. The Title IX Coordinator may also be contacted at jcook@tspadelaware.com

AACS at <https://www.aacstraining.org/courses/CM140?sn=CM140>:

Title IX of the Education Amendments of 1972 ("Title IX"), and the Clery Act as it was amended in the Violence Against Women Reauthorization Act of 2013. ("VAWA"). These laws require that all individuals in an educational institution understand and comply with the laws in terms of what is prohibited behavior concerning sexual harassment and/or sexual violence and what steps are to be followed when such prohibited conduct occurs. Participants are armed with information about the laws and procedures to follow to provide for the rights of all individuals under the laws. It also provides additional resources to assist educational institutions in continuing to build and strengthen their Title IX and VAWA policies, procedures, and training throughout the year.

The sexual harassment and entire campus security/annual security report may be obtained in the Admissions Office at The Salon Professional Academy.