

Last Updated: January 2023

A hostile environment can be created by persistent or pervasive conduct or by a single severe episode. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment. Sexual violence, including rape, sexual assault, and domestic and dating violence, is a form of sexual harassment. In addition, the following conduct may violate this Policy:

- Observing, photographing, videotaping, or making other visual or auditory records of sexual activity or nudity, where there is a reasonable expectation of privacy, without the knowledge and consent of all parties

- Sharing visual or auditory records of sexual activity or nudity without the knowledge and consent of all recorded parties and recipient(s)

- Sexual advances, whether or not they involve physical touching

- Commenting about or inappropriately touching an individual's body

- Requests for sexual favors in exchange for actual or promised job benefits, such as favorable reviews, salary increases, promotions, increased benefits, or continued employment

- Lewd or sexually suggestive comments, jokes, innuendoes, or gestures

- Stalking

Other verbal, nonverbal, graphic, or physical conduct may create a hostile environment if the conduct programs or activities. Whether the conduct creates a hostile environment may depend on a variety of employment; the type, frequency, and duration of the conduct; the relationship between the parties; the number of people involved; and the context in which the conduct occurred.

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2. Off School property, if:
 - the conduct was in connection with a School or School-recognized program or activity; or
 - the conduct may have the effect of creating a hostile environment for a member of the School community.

A variety of resources are available both on and off campus to assist those who have experienced gender-based or sexual harassment.

Individuals considering making a disclosure to School resources should make sure they have informed expectations concerning privacy and confidentiality. The School is committed to providing all possible assistance in understanding these issues and helping individuals to make an informed decision.

School's LMS or at: www.CulinaryArts.e

It is important to understand that, while the School will treat information it has received with appropriate sensitivity, School personnel may nonetheless need to share certain information with those at the School responsible for stopping or preventing sexual or gender-based harassment. For example, School officers, other than those who are prohibited from reporting because of a legal confidentiality obligation or prohibition against reporting, must promptly notify the School or Title IX Officer about possible sexual or gender-based harassment, regardless of whether a complaint is filed. Such reporting is necessary for various reasons, including to ensure that persons possibly subjected to such conduct receive appropriate services and information; that the School can track incidents and identify patterns; and that, where appropriate, the School can take steps to protect the School community. This reporting by School officers will not necessarily result in a complaint; rather, the School Title IX Officer will assess the information and determine what action, if any, will be taken. Information will be disclosed in this manner only to those at the School who, in the judgment of the Title IX Officer or School, have a need to know.

Should individuals desire to discuss an incident or other information only with persons who are subject to a legal confidentiality obligation or prohibition against reporting, they should ask School officers for information about such resources.

School officers are available to discuss these other resources and to assist individuals in making an informed decision.

The School prohibits retaliation against any individual who in good faith makes a complaint of sex discrimination, sexual harassment, or sexual misconduct or participates as a witness in a proceeding under this or any other School policy. Retaliation is also unlawful pursuant to Title IX and other laws.

The School encourages the reporting of all concerns regarding sexual or gender-based harassment. Sometimes individuals are hesitant to report instances of sexual or gender-based harassment because they fear they may be charged with other policy violations, such as underage alcohol consumption.

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Because the School has a paramount interest in protecting the well-being of its community and remedying sexual or gender-based harassment, any witness or victim of an incident of sexual harassment or sexual violence who reports the incident in good faith will not be sanctioned by the school for admitting in the report to a violation of the school's student conduct policy on the personal use of drugs or alcohol.