



BEAUFORT

COUNTY COMMUNITY COLLEGE

**Title IX Sex and Gender
Discrimination and Harassment
Policy 6.22 & Procedure 6.2201**

Student/Employee Overview

Title IX of the Education Amendment of 1972

“No person 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 educational program or activity receiving federal financial assistance.”

Key Changes of the 2024 Title IX Final Rule

- **Expanded Definitions of Sex Discrimination:** The new rule includes sexual orientation, gender identity, and pregnancy, including childbirth, termination of pregnancy, lactation and/or related medical conditions or recovery.
- **Expanded Definition of Sex Harassment:** The definition of sexual harassment has been expanded to include conduct that is deemed severe or pervasive.

Key Changes of the 2024 Title IX Final Rule

- **Broader Scope of Potential Wrongdoing:** The new rule expands the jurisdictional scope of Title IX to include conduct occurring in a program or activity on or off-campus, and outside the US (study abroad).
- **Revised Grievance Hearings:** Live hearings are no longer mandated.
- **Reporting and Response Obligations:** All employees (versus responsible employees in the past) must report sexual harassment to the Title IX coordinator.
- All campuses must comply with new rules by August 1, 2024.

Title IX Policy & Procedure

- Our policy and procedure were revised to reflect the 2024 changes and approved by the Board of Trustees at their June 2024 meeting.
- Title IX Gender Discrimination and Sexual Misconduct Policy 6.22
- Title IX Sexual Harassment Grievance Procedures 6.2201
 - <https://www.beaufortccc.edu/policies-and-procedures>
 - <https://www.beaufortccc.edu/about/title-ix>

Title IX Coordinator Responsibilities

- Obligation to Address Sex Discrimination & Sex-Based Harassment
 - A School with knowledge of conduct that reasonably may constitute sex discrimination, including sex-based harassment, in its education program or activity must act quickly and effectively to stop it and prevent it from happening again.

Define Sex Discrimination

- Any discrimination on the basis of sex, including discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation or gender identity.

Define Sex-Based Harassment

- Sex-Based Harassment means harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:
 - Quid pro quo harassment - when a school employee or representative asks for sexual favors in exchange for something the student needs, like help or a benefit;
 - Hostile environment harassment - Unwelcome Sex-based conduct that 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 school's Education Program or Activity
 - Sexual Assault, Dating or Domestic Violence, and Stalking

Reporting

- **Any person may report sex discrimination or sex-based harassment.** Such a report may be made at any time (including during non-business hours).
- BCCC will address allegations of sex discrimination or sex-based harassment appropriately **no matter the length of time** that has passed since the alleged conduct.
- **Prompt reporting is strongly encouraged.**

Reporting

- In-person
- Email
- Phone
- Contact information listed in the Title IX Policy, Procedure, and on the Title IX page on the BCCC website
- <https://www.beaufortccc.edu/about/title-ix>

I have reported...now what happens?

- 1** Determine supportive measures for the alleged complainant and respondent (no contact order, campus escort, etc.)
- 2** Complete Investigation.
- 3** Make a determination whether sex discrimination or sex-based harassment occurred.
- 4** Review Appeal Process

Best way to proactively prevent Sex Discrimination and Harassment? Training Programs!

- Title IX Resource Page on BCCC website (all Title IX Training Materials included for public view) <https://www.beaufortccc.edu/about/title-ix>
- Title IX training module in New Student Orientation (Blackboard)
- Title IX training in Professional Development Portal (Blackboard)
- Title IX Email Announcement to all students and employees at the beginning of each semester
- Title IX In-Person Refresher at BCCC Convocation Event
- **Please call the Title IX Coordinators to schedule a workshop for your class or campus organization.**



APPLY NOW FOR FALL ADMISSION.

APPLY

BCCC NEWS



Title IX Coordinators

- Title IX Coordinator: Dr. Stacey Gerard, Vice President of Continuing Education
 - 252-940-6241
 - Stacey.gerard@beaufortccc.edu
 - Building 8, Room 808A
- Title IX Deputy Coordinator: Mr. Mark Nelson, Vice President of Administrative Services
 - 252-940-6213
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Questions?