



Title IX Training Disclosure and Contact Information

Josef's School of Hair, Skin & Body is committed to maintaining a working and learning environment that provides for fair and equitable treatment, including the freedom from bullying, sexual harassment, sexual violence and discrimination of any kind.

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, Josef's School of Hair, Skin & Body is prepared that complainants and respondents will be treated equally and fairly.

The Title IX Coordinator at Josef's School of Hair, Skin & Body completes annual certification training and stays current through published websites and emails and ensures that all policies and procedures meet Title IX requirements. Josef's School of Hair, Skin & Body assists all employees to understand the provisions of Title IX including prohibited behavior, steps to be followed when questionable conduct is identified and what protocol is to be followed following a complaint within the school. Annual required training for the entire staff is provided to ensure that all individuals are informed and understand the regulations and the responsibility of addressing any complaints or grievances immediately. All newly hired employees are provided introductory information on Title IX and meet with the Title IX Coordinator with any questions or concerns regarding the proper procedures for complaints or grievances.

Josef's School of Hair, Skin & Body's Complaint, Investigations & Disciplinary Action Policy, the Bullying, Harassment & Discrimination Policy and the Sex Discrimination & Sexual Harassment Policy can be found in the student catalog and the Orientation Packet which is provided to every student and new employee. The policies can also be read on the school's website along with its annual security report.

The Title IX Coordinator can be contacted at TitleIXCoordinator@jsohd.com

