

NewSchool of Architecture and Design Title IX Grievance and Sexual Misconduct Reporting Policy and Procedures

The United States Department of Education (DOE) mandates that institutions receiving federal financial assistance comply with specific requirements under Title IX of the Educational Amendments of 1972. Title IX is a federal civil rights law that prohibits discrimination on the basis of sex. NewSchool of Architecture and Design is committed to providing a safe educational and working environment for its students, faculty, staff, and other members of the university community.

This Policy's Title IX grievance procedures apply only to conduct that falls within the definition of prohibited conduct under Title IX (hereinafter, "sexual misconduct"; also referred to as "sexual harassment" in the applicable federal regulations of 34 CFR 106 et seq). NewSchool employees or students may submit formal complaints of sexual misconduct for investigation under this Policy. Sexual misconduct under Title IX means conduct on the basis of sex that falls within one or more of the following categories:

1. A NewSchool employee conditioning the provision of a school aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to NewSchool's education program or activity.
3. Sexual assault, dating violence, domestic violence, or stalking (as those terms are defined in 34 CFR section 106.30(a)(3)).

NewSchool of Architecture and Design believes that all members of the University community should be free from all acts of sexual misconduct, including sexual assault, sexual harassment and discrimination, sexual exploitation, relationship violence, and stalking. All members of the NewSchool community and all visitors, regardless of sex, gender, sexual orientation, gender identity, or gender expression are advised that any sexual misconduct by any student, employee, or third party is prohibited. Any attempt to commit sexual misconduct, or to assist or willfully encourage any such acts, is a violation of this Policy.

Sexual misconduct is contrary to the basic values of NewSchool, which include promoting a sense of community, fostering learning, instilling integrity, and achieving excellence. NewSchool is committed to providing for the prompt and equitable resolution of all complaints of sexual misconduct.

This Policy applies to all complaints of sexual misconduct in NewSchool's education programs and activities. It prohibits conduct that: occurs on campus or other University property; occurs in connection with NewSchool's educational programs or activities, whether on or off-campus; or otherwise affects the University community. This Policy prohibits sexual misconduct by all third parties (including but not limited to visitors, guests, volunteers and contractors) on NewSchool's campuses and during university activities. It also applies to applicants for admission to, or employment with, NewSchool.

Violations of this policy may result in disciplinary action up to and including removal from the University for students and termination of employment for faculty and staff. When used in this Policy, the term “complainant” refers to a person who is alleged to be the victim of conduct that could constitute sexual misconduct, and the term “respondent” refers to a person who has been reported to be the perpetrator of conduct that could constitute sexual misconduct.

1. Definitions

The following terms as commonly understood are provided below to illustrate general types of misconduct or issues that may arise in the Title IX landscape.

Consent: Consent is defined at NewSchool as a clear and unambiguous and conscious agreement expressed in mutually understandable words or actions to voluntarily engage in specific sexual or intimate activity or conduct. Conduct will be considered “without consent” if no clear affirmative consent, verbal or otherwise, is given. It is the responsibility of each person involved in the sexual activity to ensure that he or she has the affirmative consent of the other or others engaged in the sexual activity. Affirmative consent is not present (1) if obtained through the use of force, threat, coercion, or intimidation; (2) when an individual is incapacitated, such as by consumption of drugs, alcohol, or medication; or being unconscious or asleep; (3) if given by someone who is not able to effectively communicate or to understand the fact, nature, or extent of the sexual activity being engaged in; or 4) if the individual is unable to communicate due to a mental or physical condition.

Silence or an absence of resistance on the part of the individual does not imply or constitute consent. The existence of a dating relationship between the persons involved, or past consent to sexual activity does not imply consent. Affirmative consent must be ongoing throughout a sexual activity and can be withdrawn at any time. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. The intoxication or recklessness of a respondent is not an excuse for him or her not receiving affirmative consent from the complainant before engaging in a specific sexual activity.

Relationship violence: Relationship violence means a violent act committed by a person who is or has been in a social relationship of a romantic nature or intimate nature with the complainant, as determined by the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Relationship violence includes dating violence and domestic violence.

Retaliation: Retaliation means intimidating, threatening, coercing, or in any way discriminating against an individual because the individual made a report of a claim of sexual misconduct or participated in any way in the investigation or resolution of such a report or complaint, or exercised any right or responsibility under this Policy.

Sexual Discrimination: Sexual discrimination for the purpose of this policy is defined as including, but not limited to, treating individuals differently because of their gender or sexual orientation, in connection with the terms and conditions of employment or educational opportunities. Discrimination does not occur, however, when an individual is treated differently than another individual for legitimate reasons.

Sexual Assault: Sexual assault is non-consensual physical contact of a sexual nature. Sexual assault

includes rape and any other acts using force, threat, intimidation, or coercion, or taking advantage of a victim's inability to make reasoned decisions about sexual activity. This includes:

- a. *Non-Consensual Sexual Intercourse:* Non-consensual sexual intercourse is any sexual intercourse, however slight, with any object, by one person upon another, which is without consent and/or by force. It includes vaginal penetration by a penis, object, tongue or finger, anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.
- b. *Non-Consensual Sexual Contact:* Non-consensual sexual contact is any intentional sexual touching, however slight, with any object by a person upon another person that is without consent and/or by force, threat or intimidation. It includes intentional contact with the genitals, breasts, thighs, buttocks, anus, or groin, touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts, any intentional bodily contact in a sexual manner, though not involving contact with/of/by genitals, breasts, thighs, buttock, anus, groin, mouth or other orifice. It also includes attempted non-consensual intercourse.
- c. *Statutory rape:* Sexual intercourse with a person who is under the statutory age of consent in the applicable jurisdiction.

Sexual Exploitation: Sexual exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. Examples may include but are not limited to: invasion of sexual privacy, prostituting another student, non-consensual video or audio-taping or photography of sexual activity, distributing sexual or intimate information, images or recordings of another without that individual's consent, going beyond the boundaries of consent (such as allowing friends to hide in the closet watching consensual sex), voyeurism, knowingly transmitting an STD or HIV to another student, exposing one's genitals in non-consensual circumstances or inducing another to expose his/her genitals, and sexually-based bullying, including, but not limited to, through social media.

Sexual Harassment: Sexual harassment can include, but is not limited to, unwelcome sexual advances; requests for sexual favors; unwelcome physical contact of a sexual nature; e-mails containing inappropriate sexual content; obscene or harassing phone calls or jokes of a sexual nature; suggestive gestures, sounds, stares, or other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made, either explicitly or implicitly, a term or condition of a student's academic progress;
2. Submission to or rejection of such conduct by an individual is used as a basis for decisions affecting assessment of academic progress; or
3. Such conduct, by instructors, staff, or students, including between students, has the purpose or effect of interfering with academic performance or creating an intimidating, hostile, or offensive environment.

Stalking: Stalking is engaging in a course of conduct that would cause a reasonable person to suffer substantial emotional distress or to fear for his or her safety or the safety of others. A course of

conduct means two or more acts in which a person follows, monitors, observes, surveils, communicates with another person, threatens, intimidates or communicates with or about another person, or vandalizes another person's property.

2. Reporting Incident of Sexual Misconduct

Individuals who believe that they are a victim of sexual misconduct should contact the Title IX Coordinator or a Responsible Employee, who will then inform the Title IX Coordinator. For the purposes of this policy, a Responsible Employee includes the Deputy Title IX Coordinator and the Manager of Student Life. For complaints where both the complainant and respondent are employees, a Responsible Employee also includes the Associate Director of Human Resources. Reports of sexual misconduct can be made in-person, by mail, by telephone, by electronic mail, or by any other means that result in a Title IX Coordinator receiving the person's verbal or written report.

The Title IX Coordinator is responsible for coordinating the resolution of formal complaints as outlined in this Policy. The Title IX Coordinator may designate other individual(s) to fulfill all or part of their duties.

Any questions or complaints regarding Title IX may be referred to the NewSchool's Title IX Coordinator or to the Department of Education's Office of Civil Rights.

NewSchool's Title IX Coordinator

Paul Hendricks Telephone:

619.922.8399

Email: titleix@newschoolarch.edu

Email: ohendricks@newschoolarch.edu

Office address: 1249 F Street, San Diego, CA 92101

NewSchool's Deputy Title IX Coordinator

Grace Thomas Telephone:

619.235.8735

Email: gthomas@newschoolarch.edu

Office address: 1249 F Street, San Diego, CA 92101

U.S. Department of Education

50 Beale Street, room 9700

San Francisco, CA 94105

Telephone: 415.486.5700

Fax: 415.486.5719 Email: OCR@ed.gov

Filing a Criminal Complaint: Students, faculty, and staff members have the right to file both a criminal complaint and a Title IX complaint simultaneously.

To file a criminal complaint please contact the San Diego Police Department, Central Division:

San Diego Police Department

Central Division

2501 Imperial Avenue San

Diego, CA 92102

Telephone: 619.744.9500

Email: sdpcentral@pdsandiego.gov

NewSchool takes all reports of sexual misconduct seriously.

If the complainant wishes to move forward with the formal grievance process under Title IX, they will need to complete a formal complaint and submit it to the Title IX Coordinator. The *Sexual Misconduct or Discrimination Complaint Incident Report* is available from the Title IX Coordinator or by downloading here <http://newschoolarch.edu/student-life/title-ix/>.

NewSchool strongly supports a complainant's desire for confidentiality in cases involving sexual misconduct. However, complainants must be informed that they cannot initiate the formal grievance procedures under Title IX while remaining anonymous to NewSchool or the respondent, pursuant to applicable law under Title IX.

3. Initial Response to Report of Sexual Misconduct

Upon notification of an incident of sexual misconduct, the Title IX Coordinator will take the following steps. These steps are offered regardless of whether the complainant submits a formal written complaint.

A. Determine Need for Interim Measures

The Title IX Coordinator shall take steps to ensure equal access to its education programs and activities and protect the complainant as necessary, including taking interim measures before the final outcome of an investigation. These measures are designed to support the complainant and may provide the complainant with options to avoid contact with the respondent. These measures may include a change in academic activities, living, transportation, dining, and working situation as appropriate. The Title IX Coordinator shall work with the complainant to determine what, if any, interim measures shall be implemented.

If a formal complaint has not been filed, the Title IX Coordinator shall explain to the complainant the right to file a formal complaint and the process for filing a formal complaint at this time.

B. Determine Need for Emergency Removal

The Title IX Coordinator will review the facts to determine whether the respondent (either student or staff) may need to be removed from the educational program or activity to prevent any further sexual misconduct and/or maintain the safety of students and staff.

NewSchool may determine that removal from the educational program or activity is justified due to an immediate threat to the physical health or safety of any student or other individual arising from the allegations. NewSchool will conduct an individualized safety and risk analysis before the removal. NewSchool shall provide the respondent with notice and an opportunity to challenge the decision immediately following the removal.

If the respondent is a student, NewSchool is subject to applicable laws and school policies regarding removals, suspensions, and/or expulsions.

If the respondent is an employee, the employee may be placed on administrative leave during the formal complaint investigation.

4. Student Amnesty Policy and Bystander Intervention.

NewSchool encourages the reporting of sexual misconduct. Sometimes, students may be reluctant to come forward and report an incident of sexual misconduct, or serve as a witness, because they are concerned that they may be charged with violating other campus policies, such as NewSchool's alcohol or drug policy. In order to encourage reporting of sexual misconduct, students who report an incident of sexual misconduct or who serve as witnesses to an incident of sexual misconduct, NewSchool will not face disciplinary sanctions for violations of the Student Conduct Code at or near the time of the incident as long as any such violations did not place the health or safety of any other person at risk, or involves plagiarism, cheating, or academic dishonesty.

5. Initial Review of Formal Complaint

If a formal complaint is filed, the Title IX Coordinator will review the complaint and make an initial determination as to whether it raises allegations that fall within the definition of sexual misconduct under Title IX as described above. NewSchool may consolidate multiple formal complaints where the allegations of sexual misconduct arise out of the same facts or circumstances.

If it does, the Title IX Coordinator will follow this Policy's grievance procedures for formal complaints. If it does not, the Title IX Coordinator will determine whether the complaint should be dismissed (as explained below) and/or investigated pursuant to another applicable NewSchool policy.

6. Mandatory or Permissive Dismissal of Formal Complaint

Under certain circumstances, a complaint must or should be dismissed by the Title IX Coordinator. The Title IX Coordinator will endeavor to make this determination no more than **ten (10) school days** from the date they receive the formal complaint.

- A. **Mandatory Dismissal:** The Title IX Coordinator must dismiss the formal complaint if they determine any of the following:
 - a. The alleged conduct would not constitute sexual misconduct as defined under Title IX even if proved;
 - b. The alleged conduct did not occur in NewSchool's education program or activity; or
 - c. The alleged conduct did not occur against an individual in the United States.
- B. **Permissive Dismissal:** The Title IX Coordinator may dismiss a formal complaint if they determine any of the following:
 - a. The complainant has notified NewSchool, in writing, that they would like to withdraw the complaint or any allegations in the complaint;
 - b. The respondent is no longer enrolled in, or employed by, NewSchool; or
 - c. Specific circumstances prevent NewSchool from gathering evidence to reach a determination with regard to the complaint.

Written Notice of Dismissal: If the Title IX Coordinator dismisses the complaint, they must send written notice of the dismissal simultaneously to both parties (complainant and respondent) as follows:

- The written notice should state the reason(s) for the dismissal and inform the parties of their right to appeal in accordance with the procedures described in the “Appeals” section below.
- If the Title IX Coordinator determines another NewSchool grievance procedure is the appropriate grievance procedure for the complainant’s allegation(s), the written notice shall inform the parties (complainant and respondent) of NewSchool’s intent to investigate the complaint through that grievance procedure.

7. Informal Resolution

At any time after a formal complaint has been filed, but before reaching a determination regarding the allegation, NewSchool may offer an informal resolution process (such as restorative justice or mediation) to the complainant and respondent. However, the informal resolution process is not available where the complainant alleges that an employee sexually harassed a student. The Title IX Coordinator may also determine that informal resolution is not appropriate based on the facts and circumstances of the particular case. Participation in informal resolution is voluntary. All informal resolutions will be conducted or overseen by the Title IX Coordinator or designee. Under no circumstances will a complainant be required to resolve a matter directly with the respondent.

If both parties are satisfied with a proposed informal resolution, and the Title IX Coordinator considers the resolution to satisfy NewSchool’s obligations to provide a safe and non-discriminatory environment, the resolution will be implemented and the informal resolution process will be concluded. If informal resolution does not resolve the matter, the resolution process will proceed to formal Title IX grievance procedures (below). At any point in the process, either the complainant or the respondent may elect to end the informal process in favor of proceeding with a formal investigation.

8. Title IX Grievance Procedures

If the Title IX Coordinator does not dismiss the formal complaint, NewSchool will initiate the following Title IX grievance procedures and issue a final Resolution. NewSchool will endeavor to complete its investigation and issue a resolution within **sixty (60) calendar days** of receipt of the formal complaint.

A. Send Written Notice of Formal Complaint.

Notice will be provided simultaneously to the complainant and the respondent in writing that a complaint has been received by NewSchool and will be investigated under this Policy. The Title IX Coordinator will endeavor to provide this notice within **10 business days of receipt of the formal complaint**. The notice shall include: (1) a copy of this Policy; (2) a description of the allegations potentially constituting sexual misconduct with sufficient details known at the time; (3) a statement that the respondent is presumed not responsible for conduct and that a determination regarding responsibility is made at the conclusion of the grievance process; (4) a statement informing the parties of the opportunity to have an advisor of their choice throughout the grievance process and the ability

to inspect and review evidence; and (5) a statement informing the parties that they must not knowingly make false statements or submit false information.

Advisors: The complainant and the respondent may be accompanied throughout the grievance procedures by an advisor of their choice. Advisors should be from the University community, unless otherwise approved, and must agree to keep the matter confidential. However, the advisor may not be a witness or possible witness in the case, a person involved in the University's disciplinary process, or a complainant or a respondent in the case. The purpose of the advisor is to provide advice to the student in a manner that is not disruptive to the proceedings. The advisor may accompany the party to any meeting or hearing held pursuant to this policy. The advisor may not provide verbal, written, or other input during the investigation or appeal process other than to the student being advised, except as required for cross-examination during a live hearing.

B. Investigator Conducts Investigation

NewSchool shall determine, given the circumstances surrounding the complaint, the proper party to conduct the investigation. The Investigator may or may not be the Title IX Coordinator. The investigation will normally include interviewing the complainant(s), respondent(s), witnesses, and other relevant parties and will include a review of any relevant documents and other information. It may include reviewing law enforcement investigation documents (if applicable) and reviewing student and personnel files. Both the complainant and the respondent may provide the investigator(s) with the names of witnesses, documents, and other information. The investigator(s) will exercise their discretion in deciding which individuals identified as witnesses during the investigation should be interviewed and which documents or other information are relevant. The interviews, meetings, and other proceedings are not recorded by NewSchool and may not be recorded by others. The complainant and the respondent are afforded equal procedural rights during the investigation. No expert witnesses shall be permitted.

The complainant's prior sexual relationships or conduct are neither relevant nor admissible during the investigation and will not be considered, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. The fact that a complainant may currently have or had in the past a dating or sexual relationship with the respondent that was consensual is not sufficient by itself to constitute consent and does not preclude a determination that sexual misconduct occurred.

C. Investigator Provides Parties Equal Opportunity to Review Gathered Evidence

The Investigator will provide both the complainant and respondent with an equal opportunity to review the evidence that is directly related to the allegations raised in the formal complaint. The parties will have a period of at least **ten (10) calendar days** before the Investigative Report is provided to the parties to review the evidence, ask the Investigator additional questions, and provide or suggest additional evidence to be considered by the Investigator.

D. Preparation of Investigation Report

The Investigator will prepare a report that fairly summarizes relevant evidence, including any interviews conducted and documents or other information reviewed. The Investigative Report is not NewSchool's final Resolution. The Investigator will send the Investigative Report to the parties and their advisors, if any, for their review and written response at least **ten (10) calendar days** before issuance of the Resolution. NewSchool will inform the parties in writing that they may submit to the Resolution Officer written, relevant questions that the parties want asked of any party or witness. The Resolution Officer is responsible for providing the responses (if any) to these questions to both parties.

E. Live Hearing with Opportunity for Cross-Examination.

After the investigation report has been provided to the parties, NewSchool will provide a live real time hearing with the opportunity for cross-examination ("Hearing"). At least **seven (7) calendar days** before the hearing, the Title IX Coordinator will issue a written notice informing the parties of the date, time, location, participants, and purpose of the Hearing.

The Hearing may be conducted with all parties physically present in the same geographic location or, at NewSchool's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, NewSchool shall provide for the Hearing to occur with the parties located in separate rooms, whereby they may participate in the Hearing via audio and video transmission. NewSchool shall create an audio or audiovisual recording, or transcript, of any Hearing and make it available to the parties for inspection and review.

The Hearing shall be presided over by a Resolution Officer (i.e., "decision-maker" in 34 CFR 106.45), who shall be an individual in university leadership such as, as appropriate, the Chief Academic Officer or the University President. The Resolution Officer cannot be the Title IX Coordinator, Investigator, or any individual involved in the investigation of the formal complaint.

The complainant and respondent and their respective advisors may be present for all or any portion of the Hearing. Any witnesses may only be present at the Hearing when being questioned by the Resolution Officer.

At the live hearing, the Resolution Officer must permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally. However, before a complainant, respondent, or witness answers a cross-examination or other question, the Resolution Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. If a party does not have an advisor present at the live hearing, NewSchool must provide without fee or charge to that party, an advisor of NewSchool's choice to conduct cross-examination on behalf of that party.

If a party or witness does not submit to cross-examination at the live hearing, the Resolution Officer must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the Resolution Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live

hearing or refusal to answer cross-examination or other questions.

F. Final Resolution Procedures

The Resolution Officer will endeavor to issue its findings regarding responsibility (“Resolution”) within **sixty (60) calendar days from the receipt of the formal complaint**. The Resolution Officer will issue the Resolution to both parties simultaneously. The Resolution Officer shall use the preponderance of evidence standard in making his or her findings. The Resolution must include:

- A. Identification of the allegations potentially constituting sexual harassment;
- B. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- C. Findings of fact supporting the determination;
- D. Conclusions regarding the application of NewSchool’s policies to the facts;
- E. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions that NewSchool imposes on the respondent, and whether remedies designed to restore or preserve equal access to NewSchool’s education program or activity will be provided by the recipient to the complainant; and
- F. NewSchool’s procedures and permissible bases for the complainant and respondent to appeal.

Remedies for the complainant may include steps such as reassignment of a course, change in housing, counseling services, medical services, academic support services, or changes to the school’s overall services or policies, including altering withdrawal penalties within courses. Any remedies offered would be separate from, and in addition to, any interim measure that may have been provided prior to the conclusion of any investigation. Resolutions may also include remedies for the broader University population, such as training or changes to policies or services.

9. Appeals.

Each party may appeal the finding of responsibility and/or imposition of sanctions, or NewSchool’s dismissal of a formal complaint or any allegation in the complaint. Any appeal must be filed in writing within **five (5) calendar days of the Resolution**. NewSchool will determine the appropriate individual in University leadership to hear any appeal (“Appeal Officer”), depending on the circumstances of the case, including the identity of the respondent. The Appeal Officer cannot be the same person as the Title IX Coordinator, Investigator, Resolution Officer, or any individual involved in the investigation of the formal complaint.

The sole grounds for appeal are: (1) a procedural irregularity that affected the outcome of the matter; (2) new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; (3) the Title IX Coordinator, investigator(s), or resolution officer(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; and (4) the excessiveness or insufficiency of the sanction. The sanction may be increased only if the complainant appeals on the ground that the sanction was insufficient, and may

only be decreased if the respondent appeals on the ground that the sanction was excessive.

Upon receipt of an appeal, the Appeal Officer shall give both parties timely written notice about the appeal that gives both parties a reasonable, equal opportunity to submit a written statement in support of/challenging the appeal. The Appeal Officer shall not conduct another hearing but may conduct interviews with the complainant, respondent, or witnesses in their discretion. The Appeal Officer shall use the preponderance of evidence standard in the determination of any appeal.

The Appeals Officer shall issue a written decision of an appeal, including the rationale for the result, to both parties simultaneously. The Appeals Officer will endeavor to issue their decision within thirty (30) calendar days from the receipt of the appeal.

The decision of the Appeal Officer is final.

10. Record Keeping

NewSchool will maintain for a period of seven (7) years records pertaining to Title IX Sexual Harassment allegations in accordance with 34 CFR section 106.45(b)(10), as well as all materials used to train Title IX Personnel.

11. Additional Information

Retaliation: Title IX includes protections against retaliation. NewSchool will take immediate and appropriate steps to investigate or otherwise determine if retaliation due to the reporting of sexual misconduct or discrimination occurs.

Training: All individuals with responsibilities under this Policy shall have appropriate training in this Policy and in the requirements of Title IX and related laws. Training shall include training relating to sexual misconduct, including sexual assault, relationship violence, and stalking as defined in this Policy.

Sources of Counseling, Advocacy, and Support: Victims of Sexual Misconduct can receive assistance immediately by calling the local police department (911, if emergency). Students may contact the Student Assistance Program (SAP) by calling 1-866-465-8942 or TDD: 1-800-697-0353. When contacting the SAP, please reference NewSchool's ID, NEWSCHOOL. NewSchool employees may contact the Employee Assistance Program (EAP) by contacting Business Health Services (BHS) at 800-765-3277 or online through TriNet: at https://trinet.mylifeexpert.com/?s_username=trinet. ****For employees who do not wish to create an account, use TriNet in lieu of email and employees as password.***

Both the SAP and EAP are free, "Confidential Resources" at NewSchool which means that all conversations will remain confidential and will not initiate any type of investigation into the incident. Sexual assault reports must be made by contacting the NewSchool Title IX Coordinator who is the appropriate University Officials for receiving reports of sexual assault. Victims of sexual misconduct can also receive counseling and support services through the Center for Community Solutions ("CCS"). CCS is a member of the San Diego County Sexual Assault Response Team ("SART"). To contact, please call: 24 – Hour Toll Free Crisis Line: 1-888-DVLINKS (3854657); Coastal Location: 858-272- 5777; La Mesa Location: 619-697-7477; North County Location: 780747-6282.

Acknowledgment

I hereby acknowledge that I have received, read, and understand the NewSchool of Architecture and Design Title IX Grievance and Sexual Misconduct Reporting Policy and Procedures. I understand that this policy outlines the institution's commitment to providing a safe and respectful environment, free from sexual misconduct and discrimination.

By signing below, I affirm that I am aware of the reporting procedures, resources, and support services available to me in the event of sexual misconduct or if I become aware of such incidents involving others. I understand the importance of promptly reporting any incidents to designated Title IX coordinators or appropriate authorities.

Should I have any questions or require further clarification, I understand that I can contact the Title IX Coordinator or designated representatives.

Signature: _____

Date: _____

Please retain a copy of this signed acknowledgment for your records.