

Policy Title Prohibition of Sexual Discrimination and Harassment under Title IX Policy	Original Adoption Date 7/12/1993	Policy Number SS-323
Responsible College Division/Department Student Success	Responsible College Manager Title Vice President of Student Success	
<p style="text-align: center;">Policy Statement</p> <p>Lakeshore College is committed to providing an academic and work environment free of unlawful sex discrimination, including sex-based harassment, and unlawful harassment under Title IX. To ensure compliance with applicable federal and state laws and regulations, without limitation, Title IX of the Education Amendments Act of 1972 and its implementing regulations (“Title IX”), and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational enterprise, Lakeshore College has developed and enacted this policy to make clear that discrimination on the basis of sex, sexual harassment and retaliatory conduct related to sex-base harassment, alleged or proven, will not be tolerated.</p> <p>This policy protects students, employees, applicants for admission or employment, and other individuals participating or attempting to participate in Lakeshore College’s education program or activity.</p> <p>Lakeshore seeks to foster an environment in which all employees, students, and other members of the campus community feel free to report incidents of harassment without fear of retaliation or reprisal. Sex discrimination, including sex-based harassment, is prohibited in all Lakeshore programs and activities or as otherwise prohibited by this policy. Forms of sex discrimination include sex stereotypes, pregnancy or related condition, sexual orientation, and gender identity. Forms of sex-based harassment include Quid Pro Quo, Hostile Environment Harassment, Sexual Assault, Dating Violence, Domestic Violence or Stalking and Sexual Exploitation. Individuals who engage in such acts have violated this policy and are subject to disciplinary action. This policy also prohibits retaliation against any individuals who report sex discrimination or sex-based harassment, who assist others in reporting sex discrimination or sex-based harassment, or who participate in Lakeshore proceedings related to any report of sex discrimination or sex-based harassment. Individuals who engage in such retaliation are subject to disciplinary action.</p> <p>Individuals who are subject to acts of sex discrimination or sex-based harassment are encouraged to report these incidents. The college will investigate all allegations of Title IX retaliation swiftly and thoroughly as all complaints are treated seriously and investigated fully and impartially. Lakeshore will provide access to appropriate resources to any individual who experiences sex-based harassment, regardless of whether the individual decides to file a formal complaint under this policy.</p> <p>Scope</p> <p>This policy is only applicable to alleged incidents that occur after August 1, 2024. For alleged incidents of sexual discrimination/harassment occurring prior to August 1, 2024, the policy and procedures in place at that time of the alleged incident apply. Applicable versions of those policies and procedures are available from the Title IX Coordinator and at this link to existing policy.</p> <p>This policy applies to all faculty, employees, students, and other individuals participating in or</p>		

attempting to participate in the Lakeshore College's programs or activities, including education and employment.

Inclusion Related to Gender Identity/Expression:

Lakeshore College strives to ensure that all individuals are safe, included, and respected in their working and learning environments, regardless of their gender identity or expression, including intersex, nonbinary, transgender, agender, two-spirit, and gender-diverse students and employees.

Discrimination and harassment on the basis of gender identity or expression are not tolerated by Lakeshore College. If a member of the Lakeshore College community believes they have been subjected to discrimination under this Policy, they should follow the appropriate reporting process described herein.

In upholding the principles of equity and inclusion, Lakeshore College supports the full integration and healthy development of those who are transgender, transitioning, nonbinary, or gender-diverse, and seeks to eliminate any stigma related to gender identity and expression.

Lakeshore College is committed to fostering a climate where all identities are valued, contributing to a more vibrant and diverse community. The purpose of this Policy is to have Lakeshore College administratively address issues that some students and employees, including those identifying as intersex, transgender, agender, nonbinary, and gender-diverse, may confront as they navigate systems originally designed around the assumption that gender is binary. As our society's understanding of gender evolves, so do Lakeshore College's processes and policies.

Concepts like misgendering and deadnaming may not be familiar to all but understanding them is essential to Lakeshore College's goal of being as welcoming and inclusive a community as possible.

Misgendering or mispronouncing is the intentional or unintentional use of pronouns or identifiers that are different from those used by an individual. Unintentional misgendering is usually resolved with a simple apology if someone clarifies their pronouns for you. Intentional misgendering is inconsistent with the type of community we hold ourselves out to be and may constitute a Policy violation if the effect is greater than de minimis (so small that it lacks consideration) harm. We each have a right to determine our own gender identity and expression, but we don't get to choose or negate someone else's.

Deadnaming, along with misgendering, can be very traumatic to a person who is transgender, transitioning, nonbinary, or gender diverse. Deadnaming means using someone's birth-assigned (cisgender) name, rather than the name they have chosen.

To a person who is transgender, transitioning, nonbinary, or gender-diverse, their cisgender identity may be in their past -- dead, buried, and behind them. To then revive their deadname could trigger issues, traumas, and experiences of the past that the individual has moved past, or is moving past, and can interfere with their health and well-being.

Again, unintentional deadnaming can be addressed by a simple apology and an effort to use the

person’s chosen name. Intentional deadnaming could be a form of bullying, outing, or otherwise harassing an individual, and thus should be avoided.

This Policy should be interpreted consistent with the goals of maximizing the inclusion of intersex, transgender, transitioning, agender, nonbinary, and gender-diverse students and employees.

Reason for Policy

The college is committed to ensuring students and employees are afforded an environment that is free from sexual harassment on its campuses. Education programs are planned and presented to students and employees periodically. These programs are aimed at promoting awareness and prevention of sexual harassment.

Historical Data, Cross References and Legal Review

Review: 08/01/2023

Legal Reference: Title IX of the Education Amendments Act of 1972; 34 Code of Federal Regulations Part 106; Title VII of the Civil Rights Act of 1964; 42 U.S. Code Annotated Section 2000e; 20 U.S. Code Sections 1681 et seq.; 1989 Wisconsin Act 177; WI Statutes 36.11 (22), 38.12 (11), and 940.225; Age Discrimination in Employment Act of 1967 (ADEA); Americans with Disabilities Act of 1990 (ADA)

Cross Reference: [Responding to Harassment Based on Sex Under Title IX Procedure](#); [Equal Opportunity and Affirmative Action Complaint Procedure](#); [Staff Discrimination or Harassment Complaint Procedure](#); [Employee Progressive Discipline Procedure](#); [Student Conduct Code Policy](#); [Complaint Resolution All Employees Policy](#); [Employee Progressive Discipline Policy](#)

Legal Counsel Review and Approval: 3/29/05

Board Policy: III.A. General Executive Constraint, III.B. People Treatment

Definitions