

## **Title IX of the Education Amendments of 1972**

The U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive federal financial assistance. Title IX states:

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 education program or activity receiving Federal financial assistance.

**Title IX Coordinator – Barbara Climaldi – 503 652-2668 ext 681**

**Title IX & Compliance Officer – Marcy Sharpan – 503 652-2668 ext**

**[marcy@phagans.edu](mailto:marcy@phagans.edu)**

### **Title IX Annual Training Information**

**Chris Deluca, Attorney email: [Info@DeLucaLawLLC.com](mailto:Info@DeLucaLawLLC.com)**

**Title IX & VAWA Annual Training 2022 Christopher Deluca J.D.**

**[Title IX Training - 07-19-22.pdf](#)**

**Title IX & VAWA Annual Training 2021 Christopher Deluca J.D.**

**[Title IX Training 08-10-21.pdf](#)**

**Title IX & VAWA Annual Training 2020 Christopher Deluca J.D.**

**[Title IX training 8-2020.pdf](#)**

#### **VAWA, The Clery Act & Title IX Annual Training - Is Your School Compliant?**

The U.S. Department of Education's regulations implementing the Violence Against Women Act (VAWA) regulations require that people receive this annual training. VAWA and the related regulations impose significant new responsibilities on Title IV schools. Notably, VAWA amended the Clery Act to require schools to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking. The new law and regulations also require schools to develop programs in an effort to prevent incidents of sexual misconduct from occurring, and to have policies and procedures in place to investigate and adjudicate allegations of sexual misconduct on their campuses. VAWA and the related regulations apply to all Title IV schools, not just large schools or those with residential student housing.

One of the key elements of the new law is that any disciplinary proceedings involving cases of sexual misconduct must be conducted by school officials who receive annual training on issues of sexual misconduct. This annual training must also include instruction on how to conduct an investigation and hearing process that protects the safety of victims and

**promotes accountability. In order for your school to be in compliance with VAWA, your responsible school employees must receive this annual training.**

**Regions PCCS is pleased to partner with DL Training Solutions LLC and attorney Chris DeLuca to offer a special training program for school officials to satisfy the VAWA annual training requirements. Chris has over 25 years legal experience and spent nine years as the chief financial officer and in-house legal counsel for a Title IV cosmetology school group. This three-hour training program will address many topics required by VAWA, including: Identifying and reporting domestic violence, dating violence, sexual assault and stalking; Explaining the victims' rights in all processes and procedures and Investigating, responding to and rendering findings on complaints.**

## **Non-Discrimination and Disability Access**

Phagans School of Hair Design has had a long-standing policy of nondiscrimination. The College repudiates all discriminatory procedures and specifically those based on race, color, gender, national origin, ethnicity, religion, age, sex, financial status, sexual orientation, disability or any other protected status in its admissions, instruction, or graduation policies. The College does not knowingly support or patronize any organization or business which discriminates. "Any person unlawfully discriminated against, as described in ORS 345-240, may file a complaint under ORS 659A.820 with the Commissioner of the Bureau of Labor and Industries". Our campus is disability accessible, however there are no special services or facilities beyond accessibility and restroom accommodations.

No person shall be denied admission or access to the programs or activities of Phagans School of Hair Design solely because of any physical, mental or medical impairment within reasonable accommodations. Inquiries concerning this policy may be referred to our Compliance Officer.

## **Grievance Procedure**

If you have a complaint or a problem, we want to know about it! We can't fix what we don't know about, and sometimes, complaints are more a matter of a misunderstanding or a miscommunication than a true problem. However, in the event you have a more serious issue, and you want to file a formal complaint, we have adopted the following procedure:

Complaints must be in writing, addressed to the compliance officer with a signature and must include the following:

- A description of the complaint
- An outline of the allegations

Complaints will not be accepted unless they are signed, dated and include all necessary information. A staff member will provide a time-stamped copy of the internal grievance to the student, and we will keep a time-stamped copy on file. Within fifteen (15) days of receipt of the complaint, the compliance officer or other designated individual will meet with the individual filing the complaint. Every reasonable attempt will be made to resolve the complaint. The meeting and any agreements will be documented in writing. If the complaint is not satisfactorily addressed, the complainant may request a review by the complaint committee. The complaint committee will be made up of the following members:

school owner and/or manager, an instructor and a public member. A complaint committee will meet to review the complaint within 30 days of referral of the complaint. The committee may request additional information from the complainant or may meet with the complainant to obtain additional information. The committee will send the complainant the results of their findings within 15 calendar days, addressing the steps taken to correct the problem, or showing that the allegations were not warranted or factual.

This internal complaint procedure should be followed before the complainant contacts outside agencies. Students aggrieved by action of the school should attempt to resolve these problems with appropriate school officials. Should this procedure fail students may contact: Higher Education Coordinating Commission, Private Career Schools, 3225 25<sup>th</sup> Street SE, Salem, OR 97302. After consultation with appropriate Commission staff and if the complaint alleges a violation of Oregon Revised Statutes 345.010 to 345.470 or standards of the Oregon Administrative Rules 715-045-0001 through 715-045-0210, the Commission's Executive Director will begin the complaint investigation process as defined in OAR 715-045-0023 Appeals and Complaints.

If after following the school's procedure as outlined above, the complainant is still not satisfied, he/she may pursue the complaint by contacting:

National Accrediting Commission of Career Arts & Sciences  
3015 Colvin Street  
Alexandria, VA 22314

Note: The Health Licensing Office does not have jurisdiction over the school. All complaints will be kept on file for two Accreditation Cycles (approximately ten years)