

SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT

(TITLE IX EDUCATION AMENDMENTS OF 1972)

Sexual misconduct in any form is prohibited. A person's conduct may violate Our Lady of Holy Cross College's definition of sexual misconduct while not violating Louisiana law. Title IX prohibits discrimination on the basis of sex in *any* program or activity including, but not limited to:

1. Educational programs or activities, e.g., student services, academic counseling, discipline, classroom assignment, grading, athletics, recreation and study abroad;
2. Admission and recruitment, e.g., financial aid.

UNLAWFUL DISCRIMINATORY BEHAVIORS UNDER TITLE IX

- **SEXUAL HARASSMENT** (unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature)
- **SEXUAL MISCONDUCT** (rape, sexual assault, sexual battery, sexual exploitation and other forms of non-consensual sexual activity)
- **STALKING** (repeatedly following, harassing, threatening or intimidating including by telephone, mail, electronic communication or social media)
- **DATING VIOLENCE** (including emotional, verbal, and economic abuse without the presence of physical abuse)
- **DOMESTIC VIOLENCE** (including emotional, verbal and economic abuse without the presence of physical abuse)
- **RETALIATION** (adverse employment, academic or other actions against anyone reporting or participating in an investigation of TITLE IX allegations)
- **RELATIONSHIP VIOLENCE** (abusive behavior, including threats, verbal and/or emotional abuse, physical assault between persons in an intimate and/or sexual relationship.

Members of the OLHCC community who believe that a Title IX violation may have occurred, should discuss their concerns and/or file a written complaint with the Title IX coordinator:

Title IX Coordinator

Cathy Waguespack, Director of Human Resources
4123 Woodland Drive, New Orleans LA 70131
Phone: (504) 398-2111
cwaguespack@olhcc.edu

Confidential Advisor

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