

PALM BEACH STATE COLLEGE

RIGHTS & RESOURCES

FOR STUDENTS AND EMPLOYEES

SEXUAL HARASSMENT / DISCRIMINATION

| CLERY ACT | TITLE IX



Title IX

"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."

Clery Act

The "Crime Awareness and Campus Security Act," renamed in memory of slain student Jeanne Clery, requires postsecondary institutions to disclose campus crime statistics and security information. If you want to learn more about your rights, or if you believe that the College is violating federal law, contact the U.S. Department of Education, Office for Civil Rights, at (800) 421-3481 or ocr@ed.gov.

Title IX defines Sexual Harassment as:

- (1) An employee of the College conditioning the provision of an aid, benefit, or service of the College 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 the College's education program or activity
- (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

You have a right to report an incident to the College and/or local law enforcement.

- You may file a report with the College to document the incident, receive supportive measures and learn more about your options including filing a formal complaint.
- or
- You may file a formal complaint to request an investigation and formal resolution.
 - File a Confidential report through the College Counseling Center. Call 561-868-3890 for an appointment for students or through the Employee Assistance Program at 800-624-5544 for employees.

If you have experienced any type of sexual harassment or gender-based discrimination, including sexual violence, it is important to know your rights. Please use the appropriate form below to file your report or formal complaint.

[Student Complaint Form](#)

[Employee Complaint Form](#)

If a formal Sexual Harassment complaint is filed against you.

You have a right to:

- know the names of the parties involved, if known.
- know the date, time and location of the alleged incident, if known.
- the name of the investigator and the date, time and location of the first interview.
- know that you are presumed not responsible as no determination of responsibility will be made until the conclusion of the process.
- have a hearing advisor of their choice,
- know that no notation will be made on your transcript

Both parties have a right to:

- a fair, unbiased, equitable investigation that is free from conflicts of interest
- to receive advance written notification of any investigation related meetings
- identify witnesses and provide documentation to the investigator
- to ask questions of the investigator
- to review all documentation collected by the investigator relative to the complaint
- review the investigative report in draft form and provide feedback
- a formal hearing conducted by trained decision makers not involved in the complaint
- have a hearing advisor of your choice accompany you to the hearing and cross-examine the other party through the hearing chair and the other party's advisor
- to use the Center for Student Accessibility or Human Resources to provide accommodations as necessary

Pregnant and Parenting

Pregnant and parenting students have rights under Title IX as well. If pregnancy and/or childbirth are impacting a student's ability to be successful in class(es), the college will provide assistance. This support could include but is not limited to providing excused absences, making up work, working from

The College will...

Respond	promptly to any report or complaint
Provide	supportive measures to both parties as appropriate
Publish	procedures for resolving complaints of sex discrimination
Conduct	a reliable, timely and impartial investigation Offer information about confidential support services
Investigate	retaliation against individuals who have filed a charge or participated in an investigation or opposed any unlawful practice is prohibited and will subject the person who retaliates to disciplinary action
Disclose	information only to individuals who are responsible for handling the College's response to sexual harassment
Provide	prompt and equitable resolutions
Inform	parties of the appeal process
Notify	parties of any updates or delays regarding the investigation

COLLEGE RESOURCES

Penny McIsaac, M. Ed.
Title IX Coordinator for Students

Office: Lake Worth Campus | SCA 141.4
Phone: 561-868-3277
Email: mcisaacp@palmbeachstate.edu

Juanita Hook
Title IX Coordinator for Faculty/Staff

Office: Lake Worth Campus | AD 120
Phone: 561-868-3111
Email: benjamij@palmbeachstate.edu

Security Office

(561) 868-3600

PBSC Counseling Center*

(561) 868-3980* Confidential reporting

COMMUNITY RESOURCES

211 palmbeach.org

211 24/7 Confidential

Aid to Victims of Domestic Abuse

(800) 355-8547

Center for Family Services

(800) 404-7960

Department of Children & Families

(800) 962-2873

Florida Abuse Hotline

(800) 962-2873

Compass Community Center

(561) 533-9699

Legal Aid

(561) 655-8944

Florida Bureau of Victim Compensation

(800) 226-6667

Rape Crisis Violent Crime Hotline -24/7

(866) 891-7273

Board of Immigration Appeals (BIA)

(703) 605-1007

Palm Beach County Victim Services

(561) 625-2568

National Domestic Abuse Hotline

(800) 799-7233

USCIS/VAWA Hotline

(802) 527-4888

The Board of Immigration Appeals(BIA)

(703) 605-1007

Catholic Charities Legal Services

(561) 345-2003

Student Handbook

www.palmbeachstate.edu/studenthandbook

Academic Manual

www.palmbeachstate.edu/academic-services/information-and-reference/academic-management-manual/

Faculty Handbook

www.palmbeachstate.edu/academic-services/faculty-information/

District Board of Trustees Board Policy 6Hx-18-5.86:

Harassment, Sexual Harassment, Discrimination, and Retaliation

www.palmbeachstate.edu/boardoftrustees/Documents/BoardPolicies/Section5/5.86.pdf

A complaint regarding the College's handling of a complaint may be made at:

www.ed.gov/ocr/complaintintro.html



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