

TITLE IX/ EQUITY & COMPLIANCE

OTC seeks to create and maintain a safe environment in which all members — students, employees, visitors and other third parties — can learn and work free from harassment, discrimination and sexual violence. The college promotes personal integrity, civility and mutual respect. The college considers discrimination in all its forms to be a serious offense.

What is a Title IX/E&C issue?

- Gender Based Discrimination
 - Bullying because of gender or protected class
 - Derogatory or sexist remarks
- Harassment
 - Stalking
 - Obscene phone calls, texts, emails or gestures
 - Sexual jokes, whistles, catcalls or innuendos
 - Bullying based on protected class
- Sexual Violence
 - Sexual assault or rape
 - Inappropriate touching
 - Aggressive sexual advances
- Pregnant and Parenting Students
 - who are pregnant or recently had a baby
 - who recently lost or terminated a pregnancy
 - who recently experienced a false pregnancy

“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.” - 20 U.S.C.A. Section 1681(a)

OTC does not discriminate or retaliate on the basis of race, color, national origin, religion, sex, sexual orientation, marital status, age, disability, citizenship or legal immigration status, veteran status, or any other status protected by federal, state and local laws (“protected status”).

Reporting a Concern

All employees have a duty to report sexual misconduct or discrimination to the Title IX/Equity and Compliance Office when they receive a report or witness an instance. *If a student reports an incident to you: listen, support and report.*

Reports should include:

- The date and times of the alleged conduct
- Names of all people involved
- All details of what happened
- Contact information for the complainant

If the complaint is substantiated after an investigation, OTC will take appropriate action, which includes: probation, counseling services, no contact orders, classroom reassignment, training, suspension or expulsion.

When in doubt, file a report. We'll take it from there. You may file a report online at students.otc.edu/bit/otc-cares.

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For more information, visit us online at otc.edu/titleix.