

Institute Procedures for Responding to Reports of Title IX Violations Involving Sex Stereotypes

Section 1. Introduction

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any education program or activity receiving Federal financial assistance. The Institute, through the **Sexual Assault, Sexual Harassment, and Sex Non-Discrimination Policy**, prohibits sex-based discrimination, which includes discrimination based on sexual orientation and gender identity.

Section 2. Scope

The Sex Non-Discrimination Policy protects any person from sex-based discrimination, regardless of sex, gender identity, and/or gender expression. Female, male, and gender non-conforming students, faculty, staff, and community members are protected from any sex-based discrimination, harassment, or violence that impedes access to an educational program or activity.

The Institute protects transgender, non-binary, and genderqueer students' gender identity with regards to dress codes, names, pronouns, and access to single-sex facilities (including restrooms).

Section 3. Dress Codes

Students have the right to dress in the way that matches their gender identity. A student's appearance should not have to conform to stereotypical notions of masculinity or femininity. If the Institute implements dress requirements for any class, lab, space, or event, these requirements may not be based on gender or gender identity. For example, a transgender student cannot be determined to have violated the dress requirement if their chosen garments would be acceptable for a student of any gender in that environment.

Section 4. Restrooms

Students have the right to use the restrooms that match their gender identity. The Institute may not force transgender students to use restrooms that don't match their gender identity or force them to use single-sex facilities, although they may make single-user restrooms available to all students.

Section 5. Pronouns

Students have the right to be addressed by the names and pronouns that they prefer, even if they have not legally changed their name or gender. The Institute will take reasonable steps to protect students' privacy, including birth names or transgender status.

Section 6. Reporting Violations

A person may report any violation to the Title IX Coordinator at 216.421.7476 or alwoodward@cia.edu.

Section 7. Institutional Response

Upon receiving a report of discrimination based on sex stereotypes, the Title IX Coordinator will conduct a thorough investigation and determine what, if any, actions are necessary to restore the student's rights.