



TITLE IX TRAINING

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POLICY SUMMARY



F.I.R.S.T. Institute must respond promptly and in a manner that is not deliberately indifferent whenever it has actual knowledge of sexual harassment. The institution will treat complainants and respondents equitably and will presume the respondent is not responsible until the grievance process has concluded. Supportive measures will be offered to complainants with or without the filing of a formal complaint and to respondents when a formal complaint is filed.



WHAT IS TITLE IX?



Prohibits discrimination on the basis of sex in education programs or activities receiving federal financial assistance occurring in the United States.

Applies to:

- Employees
- Students
- Third parties

Covers:

- Sexual harassment
- Sexual assault
- Dating/Domestic violence
- Stalking

WHY THIS MATTERS

- ➔ Ensures a safe, respectful workplace.
- ➔ Required for institutions receiving federal funding.

Non-compliance can lead to:

- ➔ Legal risk
- ➔ Loss of funding
- ➔ Reputational damage

WHAT IS SEXUAL HARASSMENT?



Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates an offensive or hostile environment.



WHAT COUNTS AS SEXUAL HARASSMENT



Quid Pro Quo

- “Do this for me or face consequences.”

Hostile Environments

- Severe, pervasive, and objectively offensive conduct.

Clery Crimes

- Sexual assault, dating violence, domestic violence, stalking, etc.



COMMON MYTHS

- Only women can be sexually harassed.
- Employees can't be harassed by students or third party.



OFF-CAMPUS CONDUCT



- Title IX prohibits sexual harassment both on and off campus.
- Title IX applies to school activities that occur off campus.
- Title IX may also apply to non-school related of campus activity if it creates a hostile environment at the school.

THIRD PARTY HARASSMENT



Employees and students are protected from harassment by persons who are neither students nor employees of the school. If such conduct occurs at the school or at a school related activity.



EMPLOYEE RESPONSIBILITY



You **MUST** Report:

Any known or suspected sexual misconduct. Even if the person asks you not to.

Failure to report  Compliance risk

IF SOMEONE TELLS YOU SOMETHING



1. Listen.
2. Do NOT investigate.
3. Do NOT promise confidentiality.
4. Report immediately.

WHO DO YOU REPORT TO?



Report immediately to:

- Students report  Title IX Coordinator
- Employees report  HR Department

RETALIATION IS PROHIBITED



- ★ Protects complainants and witnesses.
- ★ Report any retaliation concerns.



KEY TAKEAWAYS

- If you see something or hear something, report it.
- You are not the investigator.
- Your role is to support and report.
- When in doubt, report.





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