



Title IX Statement - 2024

"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." Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX). Christine Valmy International School of Esthetics & Cosmetology does not discriminate on the basis of sex in education programs and activities, and, as a recipient of Federal financial assistance for education activities, is required by Title IX to ensure that all of its education programs and activities **(including admission and employment)** do not discriminate in such a manner. Sexual harassment broadly includes any of three types of misconduct on the basis of sex, all of which jeopardize the equal access to education that Title IX is designed to protect: any unwelcome conduct that a reasonable person would find so severe, pervasive and objectively offensive that it denies a person equal educational access; any instance of sexual assault (as defined in the Clery Act), dating or domestic violence or stalking, as defined in the Violence Against Women Act (VAWA). The Title IX Coordinator at Christine Valmy International School is responsible for overseeing the development of sexual misconduct policies, ensuring compliance with Title IX and relevant federal and state regulations and investigating Title IX complaints alleging student sexual misconduct. The Deputy Coordinator will oversee investigations of sexual misconduct by faculty, staff or visitors. The school's Title IX Coordinator received her training on Title IX and VAWA from DL Training via DeLuca Law LLC, in July 2024.

Our Title IX Coordinator (Students) is: **Giovanna Navarro**
Christine Valmy International School of Esthetics & Cosmetology
201 Willowbrook Blvd. 8th Floor, Wayne, NJ 07470
gnavarro@christinevalmy.edu

Our Title IX Deputy Coordinator (Faculty/Staff/Visitors) is: **Kevin Vidals**
Christine Valmy International School of Esthetics & Cosmetology
201 Willowbrook Blvd. 8th Floor, Wayne, NJ 07470
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Any concern about discrimination or harassment on the basis of gender involving a student may be brought to the Title IX Coordinator note above, as well. Giovanna Navarro Title IX Coordinator 973-575-1050
gnavarro@christinevalmy.edu

Our Title IX policies & guiding principles can also be found at our website.



The school has adopted grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees or other individuals who are participating or attempting to participate in its educational programs or activities or by the Title IX Coordinator, alleging any actions that would be prohibited by Title IX or its regulations.

Grievance Procedures

Pursuant to the **2024 amendments** to the U.S. Department of Education's regulations implementing Title IX of the Education Amendments of 1972, the school has adopted grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees or other individuals who are participating or attempting to participate in its education programs or activities or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or its regulations.

A. Complaints of Sex Discrimination

In accordance with Title IX, the school prohibits discrimination and harassment based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation and gender identity. The following people may bring a claim of sex discrimination to the School:

- A "complainant" - a student or employee of the School who has been subjected to conduct that could constitute sex discrimination under Title IX;
- Any student or employee of the School;
- A person other than a student or employee of the School who has been subjected to conduct that could constitute sex discrimination under Title IX while participating or attempting to participate in the School's education program or activity;
- Any person who was participating or attempting to participate in the School's education program or activity at the time of the alleged sex discrimination;
- A parent, guardian or other authorized legal representative with the legal right to act on behalf of a complainant; or
- The School's Title IX Coordinator.

The School will treat both complainants and respondents fairly and will presume that the respondent is not responsible for the alleged sex discrimination until a determination has been made at the conclusion of this procedure. All School individuals involved in this procedure will not have a conflict of interest or bias for or against complainant or respondent. All School personnel will take reasonable steps to protect the privacy of the parties and witnesses during this procedure. The School will objectively evaluate all evidence that is relevant and not otherwise impermissible. Impermissible evidence includes any evidence that is protected under a privilege recognized by Federal or State law, a party's/witness's records that are made by a



physician, psychologist or other recognized professional or paraprofessional, and evidence that relates to the complainant's sexual interests or prior sexual conduct unless such evidence is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged conduct.

1. Complainant must submit a claim of sex discrimination in writing to the School as soon as possible to School administration. The School may consolidate complaints of sex discrimination against more than one respondent or by more than one complainant against one or more respondents or by one party against another party when the allegations of sex discrimination arise out of the same facts or circumstances.
2. The School will notify the parties of the complaint of this procedure and that all parties are entitled to an equal opportunity to access the relevant evidence or description of the evidence. Any retaliation is prohibited. The complaint should contain the identities of the parties involved and the date and location of the alleged discrimination.

If, in the course of an investigation, the School decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the notice provided or that are included in a complaint that is consolidated, the School will notify the parties of the additional allegations.

3. The School may dismiss a complaint of sex discrimination IF:
 - a. The School is unable to identify the respondent;
 - b. The respondent is not participating in the School's education program or activity and is not employed by the School;
 - c. The complainant voluntarily withdraws any or all of the allegations, the Title IX coordinator declines to initiate a complaint and the School determines, without the complainant's withdrawn allegations, that the conduct that remains alleged in the complaint would not constitute sex discrimination under Title IX even if proven; or
 - d. The School determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX.

Upon dismissal, the School will notify the complainant and all parties of the basis for the dismissal. Dismissals may be appealed on the following bases:

- a. Procedural irregularity that would change the outcome;
- b. New evidence that would change the outcome and that was not reasonably available when the dismissal was made; and



- c. The Title IX coordinator or other school personnel involved in the complaint had a conflict of interest or bias for or against complainants or respondents that would change the outcome.

If a complaint is dismissed, the School, at a minimum will:

- a. Offer supportive measures to the complainant as appropriate;
- b. If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- c. Take other prompt and effective steps, as appropriate, through the Title IX coordinator to ensure that sex discrimination does not continue or recur with the School's education program or activity.

4. Investigation

The School will provide for adequate, reliable and impartial investigation of complaints. The School, not the parties, will be responsible for gathering sufficient evidence to determine whether sex discrimination occurred. The School will provide an equal opportunity for the parties to present fact witnesses and other relevant evidence not otherwise impermissible. The School will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

The School will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

- a. The School will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence or an accurate description of this evidence;
- b. The School will provide a reasonable opportunity to respond to the evidence or the accurate description of the evidence; and
- c. The School will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through this grievance procedure. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

The School will enable the School's investigators to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex discrimination.

5. Determination whether sex discrimination occurred

Following the investigation and evaluation of all relevant and not otherwise impermissible evidence, the School will:



- a. Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred. This standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decisionmaker is not persuaded by the evidence that sex discrimination occurred, whatever the quantity of the evidence, the decisionmaker will not determine that sex discrimination occurred.
- b. Notify the parties in writing of the determination whether sex discrimination occurred under Title IX including the rationale for such determination and the procedures and permissible bases for the complainant and respondent to appeal;
- c. Not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedure that the respondent engaged in prohibited sex discrimination.
- d. If the School determines that sex discrimination occurred, the Title IX coordinator will, as appropriate:
 - i. Coordinate the provision and implementation of remedies to a complainant and other people the School identifies as having had equal access to the School's education program or activity limited or denied by sex discrimination;
 - ii. Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
 - iii. Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the School's education program or activity.
- e. Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- f. Not discipline a party, witness or others participating in the grievance procedure for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

6. Supportive measures

The School will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to the School's education program or activity or provide support during the School's Title IX grievance procedure. Such supportive measures may include, counseling, extension of deadlines, restrictions on contact between the parties and voluntary or involuntary changes in class or work schedule.

7. Disciplinary sanctions and remedies

Following a determination that sex discrimination occurred, the School may impose disciplinary sanctions or remedies which may include establishing new procedures and/or policies to address such sex discrimination, employee termination, if appropriate, or any sanction or remedy that the decisionmaker deems appropriate.



B. Complaints of Sex-Based Harassment involving a student

Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation and gender identity that is:

- Quid pro quo harassment;
- Hostile environment harassments; or
- Specific offenses including sexual assault, dating violence, domestic violence and stalking.

When a party is both a student and an employee of the School, the School will make a fact-specific inquiry to determine whether this procedure will apply. The School will consider whether the party's primary relationship with the School is to receive an education and whether the alleged sex-based harassment occurred while the party was performing employment-related work.

- The procedure for complaints of sex-based harassment involving a student will be basically the same as the procedure for sex discrimination under Title IX. Anywhere in Section A that uses the term "sex discrimination" can be replaced with the term "sex-based harassment". Below are added procedures that will be followed in addition to those in Section A that are specific to complaints of sex-based harassment.

1. Same as A.1.

2. Same as A.2.

3. Same as A.3.

4. Same as A.4. but including the following:

- The school will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants and purpose or all meetings or proceedings with sufficient time for the party to prepare to participate. The School will provide the parties with the same opportunities to be accompanied to any meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney.
- The School will provide the parties with the same opportunities, if any, to have people other than the advisor of the parties' choice present during any meeting or proceeding.

Questioning the parties and witnesses



The School will question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex-based harassment. During this questioning, the decision maker will:

- Allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the decision maker, subject to the procedures for evaluating and limiting questions discussed below; or
- Allow each party's advisor to ask any party or witness such questions, subject to the procedures for evaluating and limiting questions discussed below. Such questioning will never be conducted by a party personally.

The decisionmaker will determine whether a proposed question is relevant and not otherwise impermissible before the question is posed and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The decision maker will give a party an opportunity to clarify or revise a question that the decisionmaker determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.

The decision maker may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The decision maker will not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to such questions.

All questioning will be conducted in person at the same geographic location or at the School's discretion or upon the request of either party, will conduct such questioning in separate locations with technology enabling the decisionmaker and parties to simultaneously see and hear the party or witness while that person is speaking. The School will create an audio or audiovisual recording or transcript of any live hearing and make it available to the parties for inspection and review.

5. Determination whether sex-based harassment occurred

- a. Same as A.5.a.
- b. Notify the parties simultaneously in writing of the determination whether sex-based harassments occurred under Title IX including:
 - A description of the alleged sex-based harassment;
 - Information about the policies and procedures that the School used to evaluate the allegations;
 - The decisionmaker's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred;



- When the decisionmaker finds that sex-based harassment occurred, any disciplinary sanctions the School will impose on the respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by the School to the complainant and, to the extent appropriate, other students identified by the School to be experiencing the effects of the sex-based harassment; and
 - The School's procedures and permissible bases for the complainant and respondent to appeal.
- c. Same as A.5.c.
- d. Same as A.5.d.
- e. Same as A.5.e.
- f. Same as A.5.f.

The determination regarding responsibility becomes final on the date that the School provides the parties with the written determination of the result.

6. Same as A.6.

7. Same as A.7.