

The Salon Professional Academy (TSPA) is committed to providing an educational environment that is free of sexual discrimination, sexual harassment and sexual violence. While this policy serves as TSPA's commitment to complying with Title IX requirements, it also serves as a call to action to build on the decades of progress and pave the way forward as we strive to offer exemplary services to students.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in any education program or activity that receives federal funding.

Under Title IX, discrimination based on sex includes:

- Excluding, separating, denying benefits to, or otherwise treating a person differently based on gender
- Sexual Harassment
- Sexual violence, which includes sexual assault, relationship violence, and stalking

Title IX protects students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity.

In the event of a Title IX complaint, where a Title IX Coordinator, Adjudicator or Investigator must review the complaint through its complaint process, The Academy is prepared ensure that Complainants and Respondents will be treated equally and fairly.

The Title IX Coordinator at The Salon Professional Academy in Fargo, ND completes annual certification training and stays current through published websites and emails and ensures that all policies and procedures meet Title IX requirements. The Academy assists all levels of employees to understand the provisions of Title IX including prohibited behavior, steps to be followed when questionable conduct is identified and what protocol is to be followed following a complaint within the educational facility. Annual required training for the entire staff is provided to ensure that all individuals are informed and understand the regulations and the responsibility of addressing any complaints or grievances immediately. All newly hired employees are provided introductory information on Title IX and meet with the Coordinator with any questions or concerns regarding the proper procedures for complaints or grievances.

The Compliant/Grievance Policy and Procedure can be found in the current Student Handbook which is provided to every student who enrolls at The Academy as well as any newly hired staff.

The Title IX Coordinator receives certification and continuing education credits approved by AACCS through a multi-section graded course titled CM140 – Title IX and VAWA Training: Building Safer Campuses. The knowledge from the course is then shared with the entire staff and all new hires.

The Title IX Coordinator can be contacted at TitleIXCoordinator@tspafargo.com

The sexual harassment and full campus security/annual security report may be obtained in the Admissions Office and/or the Financial Aid Office at The Salon Professional Academy in Fargo, North Dakota.