

Title IX at BTC

BTC is committed to providing an educational and employment environment that is free from discrimination based on protected characteristics, harassment, and retaliation for engaging in protected activity. That's part of the promise of the federal legislation known as Title IX, too:

allowing you to pursue an education free from sex discrimination and sexual harassment of any kind. We take sex discrimination violations very seriously and will respond promptly and effectively, with support and a fair process for all involved.

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Bellingham Technical College would like to acknowledge that our service area today is within the usual and accustomed lands of the Lhaq'temish or Xwlemi (Lummi) Nation, and of the Noxws'd'aaq (NookSack) Tribe of the Coast Salish peoples, as well as the original territory of the s'éməš (Samish) Indian Tribe. Our respect and gratitude go to our indigenous neighbors, whose care and protection of the land and water continues to this day.

We are here to help!

File a report online: www.btc.edu/TitleIX

Title IX Coordinator

College Services (CS) 201

TitleIX@btc.edu | 360.752.8440

Equal Employment Opportunity Coordinator

College Services (CS) 121

hr@btc.edu | 360.752.8475

If you, or someone you care about, have been impacted by sexual misconduct, the most important thing to know is that there are people who can and want to help. People are available to listen, offer support, provide options, and take actions to help ensure that you and our community are safe.

Survivors of sexual misconduct respond to their experiences in different ways.

There is no right way to feel or right thing to do.

This brochure contains information to think about as you decide what is right for you.

Remember, you are not alone. BTC is here to help!

Bellingham Technical College does not discriminate on the basis of race, color, national origin, religion, gender identity or expression, sex, disability, veteran status, sexual orientation, age, or genetic information in its programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Executive Director for Human Resources, 3028 Lindbergh Avenue, Bellingham, WA 98225, 360.752.8354. BTC publications are available in alternate formats upon request by contacting the Accessibility Resources office at 360.752.8345.

Bellingham Technical College no discrimina en base a raza, color, origen, religión, sexo, discapacidad, militares veteranos dados de baja con honores o estatus militar, orientación sexual o edad en sus programas y actividades. La siguiente persona ha sido designada para manejar las peticiones de información relativas a la no discriminación política: Director ejecutivo de Recursos Humanos, 3028 Lindbergh Avenue, Bellingham, WA 98225, 360.752.8354. Las publicaciones de BTC están disponibles en formatos alternativos a petición, favor de contactar a la Oficina de Servicios de Accesibilidad (Accessibility Resources office) 360.752.8345.



www.btc.edu
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08/2024

Bellingham Technical College Title IX Resource Guide

BTC is committed to supporting a culture of respect and non-violence. If you or someone you know has experienced sex discrimination we encourage you to speak with the Title IX Coordinator to discuss reporting options, supportive measures, and interim protective measures that are available to support you or your friend at BTC.



www.btc.edu/TitleIX



Sex-Based Harassment

Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; sexual assault, dating violence, domestic violence, and stalking.

It may take one of three forms:

Quid Pro Quo Harassment occurs when someone is made to believe they must participate in unwelcome sexual conduct in order to participate in BTC's aids, benefits, or services, or that an educational decision will be made based on whether they submit to unwelcome sexual conduct. It doesn't matter whether a person resists and suffers the threatened harm or submits to it and avoids the threatened harm for it to be considered sex-based harassment.

Hostile Environment Harassment occurs when unwelcome sex-based conduct, that based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from BTC's education programs or activities. It creates an intimidating, threatening, or abusive educational environment.

Any instance of Sexual Assault, Dating Violence, Domestic Violence, or Stalking, as defined under Federal law.

All these forms of sex discrimination jeopardize the equal access to education that Title IX is designed to protect and are prohibited under Title IX and BTC policy.

Confidential Resources

If you would like to discuss any sex discrimination that you have experienced or witnessed in a confidential capacity, BTC's Counselors are Confidential Employees under Title IX. That means, that while all other BTC employees are required to report sex discrimination to the Title IX Coordinator, BTC's Counselors can speak with you on a confidential basis. Please note that even Confidential Employees must report to the Title IX Coordinator in extreme cases of immediacy of threat or danger, or abuse of a minor, elder, or individual with a disability, or when required to disclose by law or court order.

To connect with a Counselor, you can:

- Make an appointment online: www.btc.edu/Counseling
- Email counseling@btc.edu
- Leave a confidential voicemail: **360.752.8700**

If you or someone you know is in suicidal crisis or emotional distress and needs help now, please call or text **988**, or chat online at <https://988lifeline.org> for free and confidential emotional support.

Additional resources are available online at www.btc.edu/Counseling | www.btc.edu/TitleIX

How to File a Complaint

You can talk with the Title IX Coordinator if you or someone you know is experiencing sex discrimination or the distress of being accused.

They will provide support, resources, guidance, and information on possible resolution processes. If you choose to initiate a sex discrimination complaint with our Title IX Coordinator, you'll be able to find out more about possible resolution processes. It's *your* decision and we're glad to provide further information. To initiate a complaint, you can:

File a report online: www.btc.edu/TitleIX

Contact the Title IX Coordinator: College Services 201, TitleIX@btc.edu | **360.752.8440**

Contact the Equal Employment Opportunity Coordinator: College Services 121, hr@btc.edu | **360.752.8475**

If BTC receives a report of sex discrimination, we will promptly and equitably investigate as required by Title IX to determine what occurred. We'll also take appropriate steps to resolve the situation in a fair, impartial manner.

Seeking Supportive Measures

When you meet with the Title IX Coordinator, appropriate supportive measures will be offered and coordinated **to restore or preserve equal access to education, protect your safety and well-being, and deter further sex discrimination**. All parties to a complaint may receive them as part of a Title IX resolution process.

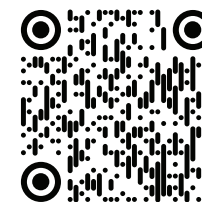
On our campus, these supportive measures may include:

- Counseling
- Deadline extensions
- Contact restrictions applied to one or more parties
- Academic accommodations
- Class schedule changes
- Work changes
- Leaves of absence

These individualized measures are those that are reasonably available, non-punitive, non-disciplinary and not unreasonably burdensome to the other party. Your wishes will always be considered with respect to supportive measures. Please discuss the options with our Title IX Coordinator to see what's possible.

Our institution uses the preponderance of evidence standard, which means that the burden of proof is met when there's found to be more than a 50% chance that a claim is true.

Note: This resource guide does not represent BTC's full policies and procedures; it is solely meant to offer an informational summary and available resources. Contact the Title IX Coordinator or Equal Employment Opportunity Coordinator for full policies and procedures.



Learn more about our Title IX processes and resources online at: www.btc.edu/TitleIX

HELP IS HERE FOR YOU