

Title IX at BTC

Bellingham Technical College is committed to providing a learning and working environment characterized by mutual respect and fair treatment among all its constituents. Discrimination, harassment, and retaliation based on protected characteristics are prohibited, and will be addressed through BTC policy.

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 at BTC.

Title IX Coordinator

The BTC Title IX Coordinator is the primary campus official trained to receive, respond to, and resolve any student complaint of sex discrimination and harassment. They will provide support, resources, guidance, and information on possible resolution processes.

When you contact the Title IX Coordinator, you have the right to choose how much – or little – information to share about your experience.

Contact the Title IX Coordinator:

College Services (CS) 218

title9@btc.edu

360.752.8305

Bellingham Technical College would like to acknowledge that our service area today is within the usual and accustomed lands of the Lhaq'temish or Xwle'mi (Lummi) Nation, and of the Noxws'á'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) 218

title9@btc.edu | 360.752.8305

Equal Employment Opportunity Coordinator

College Services (CS) 121

hr@btc.edu | 360.752.8549

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

Survivors of sexual misconduct respond to their experiences in a variety of ways. There is no 'right' way to feel or act.

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

Bellingham Technical College does not discriminate on the basis of race, ethnicity, creed, color, sex, gender identity or expression, citizenship or immigration status, national origin, age, religion, disability, veteran or military status, sexual orientation, genetic information, the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability, pregnancy, marital status, or any other characteristic protected by federal, state, or local law in its programs, activities, and services. The following person has been designated to handle inquiries regarding the non-discrimination policies/Section 504: Director for Human Resources, 360.752.8354, or hr@btc.edu. For Title IX compliance, contact: Director of Compliance, 360.752.8305, or title9@btc.edu. Mailing address: 3028 Lindbergh Avenue, Bellingham, WA 98225. BTC publications are available in alternate formats upon request by contacting the Accessibility Resources office at 360.752.8576.



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www.btc.edu
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Title IX Resource Guide

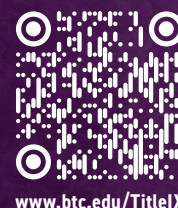
According to federal law, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

— Title IX, 20 U.S.C. § 1681(a)

As a member of the BTC community, you are empowered to pursue your education or employment free from sex discrimination or sexual harassment of any kind.

BTC takes reports of sex discrimination seriously and will respond promptly and effectively with supportive resources and a fair, impartial process for all involved.

This brochure contains information about who to contact in cases of sex discrimination or harassment, available campus resources, and support options to help you move forward.



www.btc.edu/TitleIX



Sexual Harassment

Under Title IX and BTC Policy, individuals may not be discriminated against on the basis of sex, including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, or gender identity. Title IX protects against various forms of sex discrimination, including sexual assault, dating violence, domestic violence, stalking, and retaliation for reporting discrimination or harassment.

Sexual harassment under Title IX may take one of three forms, all of which are prohibited:

Quid Pro Quo Harassment occurs when a person in a position of authority makes someone believe they must engage in unwelcome sexual conduct to receive or avoid losing college benefits, services, or opportunities. It is considered harassment regardless of whether the person submits to the conduct or refuses it.

Hostile Environment Harassment occurs when unwelcome sex-based conduct is both subjectively and objectively offensive and is so severe and pervasive that it limits or denies a person's ability to participate in or benefit from BTC's education programs or activities.

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

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

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.

HELP IS HERE FOR YOU

Confidential Resources

If you would like to discuss any sex discrimination that you have experienced or witnessed, BTC's Counselors are available to act as Confidential Employees under Title IX. 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 may be required to report in cases involving immediate danger, abuse, or legal obligations.

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**

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.

The Title IX Coordinator will provide support, resources, guidance, and information on possible resolution processes, including how to file a formal complaint. You decide how to move forward. We are here to support you with the information and resources you need.

To contact the Title IX Coordinator, you can:

- File an incident report online at: www.btc.edu/TitleIX
- Visit the office **College Services (CS) 218**, email title9@btc.edu, or call **360.752.8305**

BTC Employees who have experienced or witnessed discrimination or harassment may instead choose to contact Equal Employment Opportunity Officer, Allison Mack at **360.752.8549** or hr@btc.edu

If BTC receives a report of sex discrimination, we will promptly and equitably investigate as required by Title IX to determine what occurred. We will also follow policy and procedure to resolve the situation in a fair, impartial manner. Your privacy will be protected to the greatest extent possible. Any attempt to intimidate, retaliate, or hinder an investigation is prohibited.

Seeking Supportive Measures

Supportive measures are actions BTC can put into place 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. You are entitled to request supportive measures without disclosing the details of what happened or filing a formal complaint.

You can request supportive measures by contacting the Title IX Coordinator. On our campus, 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

Supportive measures are tailored to your needs, reasonably available, and designed to be non-punitive and non-disciplinary. Your wishes will always be considered with respect to supportive measures. Please contact the Title IX Coordinator to discuss your options and 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.

Pregnancy or Related Conditions

Pregnancy or related conditions, parental status, and marital status are all protected under Title IX. **Connect with BTC's Title IX Coordinator to learn about available support.** The Title IX Coordinator will help identify and implement reasonable modifications to support your continued equal access to your education program or activity.

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.