



## **STATEMENT OF NON-DISCRIMINATION AND NON-HARASSMENT**

**Revision Date: October 2024**

It is the policy of Dorsey College and Dorsey School of Beauty (the “Institutions” or “Dorsey”, or separately the “Institution”) to provide a working and learning environment free from discrimination or harassment. In accordance with state and federal law, discrimination, harassment, sexual harassment or sexual violence by members of the Institution community against members of the Institution community is unlawful and strictly not allowed based on the following: race, color, creed, sex, sexual orientation, gender identity or expression, religion, national or ethnic origin, disability, age, height, weight, familial status, marital status, partisan considerations, veteran status, or citizenship status.

All members of Dorsey, regardless of their sexual orientation, gender, gender expression, or gender identity, have the right to engage in their college education, work, and other activities free from all forms of sex or gender-based discrimination or harassment, including sexual misconduct. Discrimination, harassment, sexual harassment or sexual violence by others against members of the school community should be reported immediately for suitable action.

This policy broadly encompasses the operation of the Institutions educational programs and activities occurring on campus, at the campus support center, and during events and situations over which the school exercises substantial control such as externship sites, graduation/pinning ceremonies, during culinary or other school-related events, and on public property immediately adjacent to Dorsey including parking lots, sidewalks, and streets. This also encompasses the work environment of all Dorsey personnel. The Institution is committed to ensuring that this zero-tolerance policy is effectively observed in all of Dorsey’s endeavors, and that every complainant receives appropriate support, respondents are treated as responsible only after receiving due process and fundamental fairness, and school officials serve impartially without bias for or against any party.

Title IX of the 1972 Higher Education Act (20 U.S.C. 1092) applies to schools, colleges and universities that receive any amount of federal funding. Title IX allows the U.S. Department of Education to investigate

complaints, order remedies, and withhold funding from educational institutions in violation of sexual harassment under the Act. Enforcement of Title IX is administered by the Department of Education's Office of Civil Rights. Dorsey's Title IX Coordinator is Ann Victoria Thomas, who can be contacted at 31799 John R Road, Madison Heights, MI 48071, Ph: 248.585.9200, ext. 11228, [athomas@Dorsey.edu](mailto:athomas@Dorsey.edu). Dorsey will provide persons who have experienced sexual harassment ongoing remedies as reasonably necessary to restore or preserve access to the Institutions education programs or activities. Dorsey will treat information that it receives in a manner that respects both the Complainant and the Respondent. Individual and community safety considerations will be balanced with the privacy interests of all involved, as well as the applicable legal requirements, when making decisions regarding such investigations and disclosures.

Dorsey also prohibits differential treatment or discrimination against students and employees based on the student or employee's current, potential, or past parental, family, marital status, or pregnancy or related condition. Consistent with Title IX, Dorsey also provides certain supports and modifications for persons who are experiencing pregnancy or pregnancy related conditions.

The Violence Against Women Reauthorization Act of 2013 amended the Clery Act (34 CFR §688.46) to further hold schools responsible for providing awareness and prevention campaigns and reporting crimes related to sexual assault, domestic violence, dating violence, and stalking. Enforcement of the Clery Act is administered by the Department of Justice through local and state law enforcement agencies.

Any student experiencing discrimination or harassment should follow the Student Grievance Policy outlined in the GENERAL INFORMATION section of the school catalog or on Dorsey's website at <https://www.dorsey.edu/policies-and-plans/> under Policies and Plans. Additionally, any student who feels that they are being discriminated against for ANY reason may call the Dorsey Hotline and remain anonymous by contacting (866) 526-1053.

Students are also advised that recourse can be sought through the Equal Employment Opportunity Commission (EEOC), the Office for Civil Rights (OCR), the Michigan Department of Civil Rights (MDCR), or the Courts or other remedies allowable by law.