



## **Title IX Information for Faculty & Staff**

Prism is committed to maintaining an educational and work environment free from discrimination and harassment based on age, race, color, sex, gender, pregnancy or related conditions, sexual orientation, religion or creed, national or ethnic origin, disability, or any other category or characteristic protected by federal, state, or local laws. In accordance with Title IX of the Education Amendments of 1972 and 34 C.F.R. Part 106, Prism does not discriminate on the basis of sex, including in admissions and employment, nor will it permit or not tolerate sex discrimination, sex-based harassment, or retaliation (“Prohibited Conduct”) in its education programs and activities against a student, employee, or other member of the Prism community.

All employees are expected to comply with this Policy. Any inquiries regarding Title IX or Prism’s Title IX Policy and Procedures can be directed to the Title IX Coordinator as provided below, the Office for Civil Rights, at the U.S. Department of Education, at [www.ed.gov](http://www.ed.gov), or both.

### **What is sexual harassment?**

Sexual harassment is defined as conduct on the basis of sex that satisfies one or more of the following: (1) an employee of the institution conditioning an aid, benefit or service of the institution on an individual’s participation in unwelcome sexual conduct (i.e. quid pro quo); (2) any unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person access to the institution’s education program or activity; or (3) sexual assault (as defined in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (“VAWA”).

### **Retaliation**

Prism Career Institute strictly prohibits retaliation against any person for filing a complaint about harassment, for making a request that harassing conduct stop, or for assisting a person with a harassment complaint.

## **Title IX Coordinator**

If you feel you have been a victim of, or witness to, sexual harassment or discrimination please contact the Title IX Coordinator below: You may wish to remain anonymous.

### **Title IX Coordinator - Employees**

Priscella Rivera

Director of Human Resources/ Title IX Coordinator for Employees

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