



The Center for Workforce Inclusion, Inc. Senior Environment Employment Program (SEE) Title IX Policy Statement

The Center for Workforce Inclusion, Inc. (CWI) SEE adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. CWI SEE does not discriminate in its employment practices, or in its educational programs or activities on the basis of sex, sexual stereotype, pregnancy, sexual orientation, gender identity, gender expression, and parenting status and forbids retaliation against anyone for engaging in protected activity.

CWI SEE strives to maintain a safe environment free from violence, exploitation, intimidation, and discrimination. Title IX of the Education Amendments of 1972 ("Title IX") prohibits discrimination on the basis of sex in any education programs or activities that receive federal funding, which includes locations, events, or circumstances over which CWI SEE has substantial control. Title IX applies to sexual harassment (including sexual assault) that prevents SEE Enrollees from participating fully and equitably in education opportunities. CWI SEE is committed to upholding the principles of Title IX by responding promptly and thoroughly to all complaints/reports of sex discrimination, harassment, or violence.

Sexual harassment can be committed by both men and women, and can involve people of the same sex, opposite sex, or non-binary persons. It can occur between strangers or between those who know each other well, including people involved in an intimate or sexual relationship. Additionally, sexual harassment can occur over the internet or in other cyber-based environments. This Policy prohibits such behavior in the context of the SEE regardless of the means by which such behavior occurs.

This policy extends to all SEE Enrollees, and all applicants for admission and/or selection to the SEE program, and to participants in all programs and activities supported by CWI SEE.

As a recipient of federal financial assistance for education activities, CWI SEE is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender. Sex includes sex, sex stereotypes, gender identity, gender expression, sexual orientation and pregnancy or parenting status.

CWI SEE also prohibits retaliation against any person opposing discrimination or participating in any investigation or complaint process internal or external to the CWI SEE involving discrimination. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by the CWI SEE.

Sexual harassment of SEE Enrollees, or applicants, in any form will not be tolerated. Sexual harassment includes, but is not limited to unwelcome sexual flirtations, propositions, verbal abuse of a sexual nature, requests for sexual activities, unwanted touching of an individual, graphic verbal commentaries about an individual's body, sexually degrading words, a display in the workplace of sexually suggestive objects or



pictures, sexually explicit or offensive jokes, or physical assault. No CWI employee, EPA employee or SEE Enrollee shall threaten or insinuate, explicitly or implicitly, that another employee or Enrollee's refusal to submit to sexual advances will adversely affect that person's employment and/or enrollment in the SEE Program, performance evaluation, wages, assigned duties, shifts or any other condition of employment and/or program enrollment. No CWI employee or EPA employee shall promise, imply or grant any preferential treatment in connection with an Enrollee engaging in sexual conduct.

Any CWI employee, EPA employee or SEE Enrollee who acts to deny, deprive, or limit the educational, employment, social access opportunities and/or benefits of any other CWI employee, EPA employee or SEE Enrollee on the basis of sex is in violation of this Policy and Procedure on Sexual Discrimination and Misconduct.

Any SEE Enrollee may report sex discrimination or sex harassment (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, or by email, using the contact information listed below for the Title IX Coordinator.

Questions regarding Title IX, and/or concerns about noncompliance, should be directed to the Title IX Coordinator. To view a complete copy of the Title IX Policy contact the Title IX Coordinator.

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