
Harassment & Sexual Misconduct Policy

Gnomon is committed to providing a safe learning and working environment for students and employees that is free from all forms of discrimination, harassment, exploitation, or intimidation. Sexual misconduct is a form of discrimination. Sexual harassment includes unwelcome sexual advances, requests for sexual favors and/or verbal or physical conduct of a sexual nature. This includes, but not limited to, sexually-related drawings, pictures, jokes, teasing, uninvited touching or other sexually-related comments. Gnomon strongly opposes harassment and sexual misconduct and such behavior is prohibited by school policy, federal and state law.

This policy applies to all Gnomon community members, including students, faculty, administrators, staff, and third parties conducting business or having any official capacity with the school or on school property. Gnomon is prepared to take prompt action to prevent and correct such behavior of individuals who engage in sexual harassment, as well as any other unlawful harassment based on factors such as race, color, national origin, ancestry, sex, gender, gender identification, sexual orientation, disability, age, religion, physical and/or mental disability, medical condition, veteran status, marital status or any other characteristic protected by institutional policy or state, local, or federal law. Violations of this policy are not permitted and may result in disciplinary action up to and including expulsion or termination.

Gnomon encourages any student or employee to immediately report these incidents. Gnomon is committed to protecting the privacy of all individuals involved in a report of sexual harassment, sexual misconduct, and sexual violence. Throughout the process of investigation of a report every effort will be made to protect the privacy interests of all individuals, and respect and safeguard private information, to the extent possible consistent with the legal obligations of Gnomon to investigate and respond effectively. Adverse action will not be taken against a student or employee who, in good faith, reports or participates in the investigation of a violation of this policy. Retaliation against a person who properly reports, complains about, or participates in the investigation of such harassment is strictly prohibited.

Inquiries and complaints regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to the acting Title IX Representative, 1015 N. Cahuenga Blvd., Los Angeles, CA 90038, 323.466.6663/FAX 323.466.6710; studentaffairs@gnomon.edu. Complaints may also be filed directly with the Department of Education Office for Civil Rights – San Francisco Office, 50 Beale Street, Suite 7200, San Francisco, CA 94105-1813, 415-486-5555/FAX 415-486-5570; TDD: 800-877-8339, Email: ocr.sanfrancisco@ed.gov.