



Arizona Culinary Institute Sexual Discrimination and Misconduct Policy

Effective Date: 10/2025

Last Reviewed: 10/2025

1. Policy Statement

Arizona Culinary Institute (“ACI”) is committed to providing a learning and working environment free from all forms of sexual discrimination, harassment, and misconduct. Sexual discrimination and harassment violate federal and state law as well as ACI’s institutional values of respect, professionalism, and equality. ACI strictly prohibits any form of sexual discrimination or harassment against students, employees, applicants, or visitors in any of its educational programs, activities, or employment practices — whether occurring on or off campus.

2. Scope

This policy applies to:

- All ACI students, faculty, staff, administrators, vendors, and visitors
- Conduct occurring on campus, at ACI-sponsored activities, or through ACI-managed digital platforms
- Off-campus conduct that may affect the safety, equal access, or educational experience of an ACI community member

3. Definition of Sexual Discrimination and Misconduct

Sexual discrimination includes any behavior that denies or limits a person’s ability to participate in or benefit from ACI programs or activities because of sex, gender identity, or sexual orientation.

Sexual misconduct encompasses, but is not limited to:

- Sexual harassment: Unwelcome sexual advances, requests for sexual favors, or verbal/physical conduct of a sexual nature that interferes with an individual’s education or work performance.
- Sexual assault: Any non-consensual sexual act or contact.
- Dating or domestic violence: Abuse or coercive behavior in an intimate or romantic relationship.
- Stalking: Repeated, unwanted attention or contact that causes fear or distress.
- Retaliation: Any adverse action taken against an individual for reporting discrimination or cooperating in an investigation.

4. Legal Basis

This policy is established in compliance with:

- Title IX of the Education Amendments of 1972
- Title VII of the Civil Rights Act of 1964
- Clery Act and Violence Against Women Act (VAWA)
- Arizona state laws prohibiting sexual harassment and discrimination

5. Reporting Procedures

Any member of the ACI community who experiences or witnesses sexual discrimination or misconduct is encouraged to report the incident promptly.

Reports may be made to:

Campus President or Director of Education
Arizona Culinary Institute
10585 N. 114th Street
Scottsdale, AZ 85259
Phone: (866) 294-2433
Email: robert@azculinary.edu

Reports can be submitted in person, by phone, or by email.

Emergency Situations: If someone is in immediate danger, contact 911 or local law enforcement before notifying ACI officials.

6. Investigation and Resolution

- All reports will be taken seriously and investigated promptly, thoroughly, and impartially.
- Both the complainant and respondent will be treated equitably and provided with notice of the allegations and rights under this policy.
- Investigations will be conducted in accordance with Title IX and ACI's internal procedures.
- Corrective action, including disciplinary measures, will be taken if violations are substantiated.
- Retaliation against anyone involved in an investigation is strictly prohibited.

7. Confidentiality

ACI respects the privacy of all individuals involved in a report of sexual discrimination or misconduct. Information will be shared only with those who need to know to investigate or resolve the matter. Counseling and support resources will be made available to any affected party.

8. Education and Prevention

ACI provides annual training to students, faculty, and staff regarding:

- Prevention of sexual harassment and discrimination
- Consent and respectful conduct
- Reporting procedures and rights under Title IX

Informational materials are distributed during orientation, employee onboarding, and through ACI's website and campus postings.

9. Prohibited Retaliation

No person shall be subject to retaliation, intimidation, threats, coercion, or discrimination for filing a complaint or participating in any investigation or proceeding under this policy.

10. Policy Review

This policy will be reviewed annually by ACI's Title IX Coordinator and updated as needed to comply with changes in law or institutional practices.

11. Contact Information

For additional information or assistance:

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