Title IX, Non - Discrimination & Preventing Sexual Misconduct

Fostering a Safe and Inclusive Campus Environment

Understanding district policies, rights, reporting pathways, and community standards at Cañada College.

Non-Discrimination & Rights

Commitment to an environment free of harassment, full list of protected classes, and core Title IX protections.

Prohibited Behaviors

Definitions of sexual misconduct, consent standards, retaliation protections, and campus standards.

Reporting & Resources

How to file reports, Title IX Coordinator contacts, investigation outcomes, and support centers.

DISTRICT POLICY

Commitment to Non - Discrimination

Equal Access & Dignity for All

Cañada College does not discriminate in admissions or program offerings. The College provides an academic and work environment respecting the dignity of all individuals and groups.

Zero Tolerance for Exploitation

The campus shall be completely free of sexual harassment and all forms of sexual intimidation.

PROTECTED CHARACTERISTICS INCLUDE

- Race / Color
- Ethnic Group / Ancestry
- Gender / Expression
- Gender Identity
- Sexual Orientation
- Transgender Status
- Pregnancy / Parental
- Religion / Age
- Physical / Mental Disability
- Genetic Information
- Language / Accent
- Citizenship Status
- Economic Status
- Veteran Status

Understanding Sexual Misconduct

Prohibited Conduct Offenses

- Sexual Assault & Exploitation
- Sexual Harassment & Intimidation
- Stalking & Cyber -Stalking
- Bullying & Cyber -Bullying
- Aiding/Facilitating Violations

Sexual Violence & Lack of Consent

Sexual violence refers to physical sexual acts committed against a person's will, or where a person is incapable of giving consent.

Incapacitation Contexts:

Includes unconsciousness, substance incapacitation, or any circumstance rendering an individual unaware that activity is occurring.

PROTECTED RIGHTS

Strict Anti -Retaliation Protections

Report Without Fear of Reprisal

The District seeks to foster an environment where all employees and students feel completely free to report harassment without fear of retaliation.

Board Policy 2.25 | Board Policy 2.19 | Admin Procedure 2.29.1

ACTION STEPS

Reporting Process & Disciplinary Sanctions

How to Report an Incident

- Direct Report: Contact Dean of Enrollment Services / Title IX Coordinator.
- Online Filing: Submit a report via the District Title IX website portal.

Accountability & Sanctions

When allegations are received and a respondent is found in violation of sexual misconduct policies, prompt and serious sanctions are enforced.

Sanction Spectrum: Behavior Contracts → Suspension → Expulsion

CAMPUS OFFICERS

Title IX Coordinators & Resources

CAÑADA COLLEGE COORDINATOR

Wissem Bennani

Dean of Enrollment Services (He/Him)

bennaniw@smccd.edu
(650) 306-3232

DISTRICT TITLE IX OFFICER

Mwanaisha Sims

Dir. Policy, Training & Compliance (She/Her)

simsm@smccd.edu
(650) 358-6808

SECTION 504 COORDINATOR

VP of Student Services

Disability Compliance & Access

canvpss@smccd.edu
(650) 306-3234

Campus & Community Support

Personal Counseling Center

Confidential support and wellness resources on campus.

Public Safety

San Mateo County Sheriff's Office campus division.

Lactation Rooms

Dedicated private spaces available across campus facilities.