ANGELES UNIVERSITY

(Formerly known as Angeles College)

2026-2027

(7/01/26-6/30/27)

Title IX Policies and Procedures

Glendale Main Campus

(relocation: June 2026)

710 S Central Ave. Ste 100

Glendale, CA 91204

T: (213)487-2211 F: (213)487-2299

ABHES School ID: I-005

BPPE School Code: 32878375

City of Industry Branch (Non-Main) Campus

(Relocation: May 2014)

17595 Almahurst St., Suite 101-3

City of Industry, CA 91748

T: (626)965-5566 F: (626)965-1166

ABHES School ID: I-005-01

BPPE School Code: 58073198

OPEID: 04160400

https://angelesuniversity.edu/

Last Updated 10/23/2026

TABLE OF CONTENTS

1. Title IX Policy

1. Title IX Policy ---------- 1

2. Title IX Coordinators and Title IX Administrators

2.1 Title IX Coordinators ---------- 2

2.2 Title IX Administrators ---------- 3

3. Scope of Coverage

3. Scope of Coverage ---------- 3

4. Prohibited Conduct

4.1 Non-Fraternization ---------- 4

4.2 Sex-Based Discrimination ---------- 4

4.3 Sex-Based Harassment ---------- 5

4.4 Sexual Assault ---------- 5

4.5 Dating Violence, Domestic Violence ---------- 6

4.6 Stalking ---------- 6

4.7 Retaliation ---------- 7

5. Clinical and Off-Campus Conduct

5. Clinical and Off-Campus Conduct ---------- 7

6. Reporting Options

6.1 Reporting to the Institution ---------- 7

6.2 Confidential Resources ---------- 8

6.3 Law Enforcement ---------- 9

7. Supportive Measures

7.1 Supportive Measures ---------- 9

8. Formal Complaint Process

8.1 Filing a Formal Complaint ---------- 10

8.2 Dismissal of the Formal Complaint ---------- 10

8.3 Notice of Allegations ---------- 11

8.4 Investigation ---------- 11

8.5 Standard of Evidence ---------- 11

8.6 Time Frame ---------- 11

9. Hearing and Determination (If Applicable)

9.Hearing and Determination (If Applicable) ---------- 12

10. Remedies, Sanctions and Penalties

10. Remedies, Sanctions and Penalties ---------- 12

11. Appeals

11. Appeals ---------- 13

12. Recordkeeping

12. Recordkeeping ---------- 13

13. Training

13. Training ---------- 14

14. Academic Freedom and Professional Standards

14. Academic Freedom and Professional Standards ---------- 14

15. Non-Discrimination, Free Speech, and Due Process

15. Non-Discrimination, Free Speech, and Due Process ---------- 14

16. Policy Review

15. Policy Review ---------- 14

Title IX Policies and Procedures

1. Title IX Policy

Title IX of the Education Amendments of 1972 protects people from sex discrimination in educational programs and activities, including sexual harassment at institutions that receive federal financial assistance. Title IX protect against discrimination against transgender employees and students.

Angeles University students, faculty, and staff are entitled to learn and work in an environment free of sexual discrimination and harassment. Sexual harassment is prohibited in any school-related activity. Sexual harassment is defined as unwelcome sexual advances (including sexual violence), requests for sexual favors, and/or physical, verbal, or written conduct of a sexual nature includes but not limited to the following:

- Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment education, or participation in the School's programs or activities, or
- Submission to or rejection of such conduct by an individual is used as a basis for decision pertaining to an individual's employment, education, or participation in the School's programs or activities, or
- Such speech or conduct is directed against another and is abusive or humiliating and persists after the objection of the person targeted by the speech or conduct or
- Such conduct would be regarded by a reasonable person as creating an intimidating, hostile, or offensive environment that substantially interferes with an individual's work, education, or participation in the School's programs or activities.

Clery Act Reporting reports or complaints of sexual assault, domestic violence, dating violence, and/or stalking that pose a serious or continuing threat of bodily harm or danger to members of the campus community may trigger a timely warning obligation by the University under the Clery Act. If a warning is deemed necessary, the Angeles University will ensure that a complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make decisions in light of the potential danger. In addition, Angeles University is obligated to report and disclose crimes under the Clery Act, including the crimes of sexual assault, domestic violence, dating violence and stalking as defined in this Policy, for statistical reporting purposes only. Reports of these crimes do not include personally identifiable information and therefore preserves the confidentiality of any involved parties.

---

2. Title IX Coordinators and Title IX Administrators

The institution has designated a Title IX Coordinator who is responsible for overseeing compliance, receiving reports, and coordinating responses for each campus (main and non-main). Angeles University has designated two Title IX administrators will assist the Title IX Coordinator(s) in the Institution's efforts to comply with Title IX.

2.1 Title IX Coordinators

Main Campus (Glendale)	**Non-Main Campus (City of Industry)**
Title IX Coordinator: **Effective 1/5/26** Name: Monica Gonzalez Title: Director of General Education Email: mgonzalez@angelesuniversity.edu Phone: (213)487-2211 Office Location: Angeles University Main Campus 710 S, Central Ave., Ste 100, Glendale, CA 91204	**Title IX Coordinator:** **Effective 1/6/26** Name: Kalvin Latimer Title: Assistant School Director/Medical Assistant Program Director Email: klatimer@angelesuniversity.edu Phone: (626) 965-5566 Office Location: Angeles University Non-Main Campus 17595 Almahurst Street, Ste. 101-3, City of Industry, CA 91748

2.2 Title IX Administrators

Main Campus (Glendale)	Non-Main Campus (City of Industry)
Title IX Administrator: Name: Teresa Krause Title: School Administrator/CEO Email: tkrause@angelesuniversity.edu Office Location: Angeles University Main Campus 710 S, Central Ave., Ste 100, Glendale, CA 91204	**Title IX Administrator:** Name: Lloyd Sun Title: School Director Email: lsun@angelesuniversity.edu Office Location: Angeles University Non-Main Campus 17595 Almahurst Street, Ste. 101-3, City of Industry, CA 91748

Reports may be made during business hours or at any time via email or voicemail.

---

3. Scope of Coverage

This policy applies to:

- Enrolled students
- Current Faculty and instructional staff
- Current Administrative and support staff
- Current Clinical preceptors and site supervisors (to the extent applicable)
- Current Third parties participating in institutional programs

---

4. Prohibited Conduct

4.1 Non-Fraternization

It is in the interest of Angeles University to provide clear direction and educational opportunities to the university community about the professional risks associated with consensual/romantic or consensual/sexual relationships between members of the university community where a conflict of interest and/or a power differential between the parties exists. To prevent an environment where these types of violations could occur, staff and faculty are forbidden to participate in the following:

- Providing personal contact information (such as phone number, email, social media contacts or connecting on social media);
- Frequent personal communication with a student unrelated to course work or official Angeles University matters
- Matters using external resources (via phone, e-mail, letters, text messaging, social media)
- Giving or accepting transportation or rides;
- Giving or offering housing;
- Selling or buying anything, even of nominal value;
- Giving or accepting inappropriate personal gifts;
- Flirting or making suggestive comments;
- Dating or making social plans;
- Physical displays of affection or inappropriate touching;
- Requests for sexual activity, or engaging in sexual contact and/or relations;
- Providing alcohol or drugs to students.

4.2 Sex-Based Discrimination

Adverse treatment or denial of educational or employment opportunities based on sex, including gender identity, sexual orientation, pregnancy, or parental status. Discrimination against an individual because of sexual orientation or transgender status is discrimination because of sex in violation of Title VII.

4.3 Sex-Based Harassment

Unwelcome conduct based on sex that is sufficiently severe or pervasive to deny or limit participation in the institution's programs or activities. It included unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sex-based harassment can happen to people and be perpetuated by people of any sex.

There are two types of sexual harassment:

- **Quid Pro Quo Harassment**: is a member of the University (instructor, staff member, etc.) conditioning the provision of any aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.

- **Hostile Environment Harassment**: is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity.

4.4 Sexual Assault

Sexual assault is any type of sexual contact without consent. The definition of sexual assault varies based on context and geographical location. Sexual assault can encompass a multitude of forms such as nonconsensual kissing, groping, and/or penetration. Sexual assault can affect people of any gender identity, sexual orientation, race, ethnicity, socioeconomic status, or religion. In most cases, the survivor knows the person committing the harm against them.

Sexual assault can occur as a result of **coercion**, which is the practice of persuading someone to do something using pressure, manipulation, alcohol, drugs, other substances, or force.

4.5 Dating Violence, Domestic Violence

Dating violence is physical, sexual, emotional, or verbal abuse from a romantic or sexual partner. It happens to women of all races and ethnicities, incomes, and education levels. It also happens across all age groups and in heterosexual and same-sex relationships. Some people call dating violence domestic abuse, especially when you live with your partner.

Dating violence includes:

- **Emotional and verbal abuse** — yelling, name-calling, bullying, isolating you from your family and friends, saying you deserve the abuse or are to blame for it, and then giving gifts to "make up" for the abuse or making promises to change
- **Sexual assault and rape** — forcing you to do any sexual act you do not want to do or doing something sexual when you're not able to consent, such as when you've been drinking heavily
- **Physical abuse** — hitting, shoving, kicking, biting, throwing objects, choking, or any other aggressive contact

It can also include forcing you to get pregnant against your will, trying to influence what happens during your pregnancy, or interfering with your birth control.

4.6 Stalking

Stalking is any repeated and unwanted contact with you that makes you feel unsafe. You can be stalked by a stranger, but most stalkers are people you know — even an intimate partner. Stalking may get worse or become violent over time. Stalking may also be a sign of an abusive relationship. The use of technology to stalk, sometimes called "cyberstalking," involves using the Internet, email, or other electronic communications to stalk someone. Stalking is against the law.

4.7 Retaliation

Any adverse action taken against an individual for reporting, participating in an investigation, or exercising rights under this policy is strictly prohibited.

---

5. Clinical and Off-Campus Conduct

Because nursing education includes **clinical placements**, this policy applies to conduct that occurs:

- At hospitals, clinics, or healthcare facilities
- During externships, residencies, or practicums
- In simulation labs or off-campus instruction sites

The institution will coordinate with clinical partners as appropriate while maintaining its independent obligations under Title IX.

---

6. Reporting Options

6.1 Reporting to the Institution

Main Campus (Glendale)	**Non-Main Campus (City of Industry)**
Reports may be submitted to the Title IX Coordinator, Monica Gonzalez at mgonzalez@angelesuniversity.edu in writing, or electronically.	Reports may be submitted to the Title IX Coordinator, Kalvin Latimer at klatimer@angelesuniversity.edu in writing, or electronically.

All administration, faculty members, staff, or volunteers on campus who work with students under the Clery Act have the responsibility to report to the Title IX Coordinator/Administrator any reports of prohibited conduct made to them or observed by them, including the name of the complainant and respondent if known. Angeles University requires everyone in the campus community to report the suspected abuse of children (those under the age of 18).

6.2 Confidential Resources

Angeles University shall undertake reasonable efforts to preserve the confidentiality of reports and complaints. Angeles University shall not disclose any report or complaint except as provided herein and as necessary to effectuate this Policy, or as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99, or as required under applicable law.

Angeles University does not offer on campus resources in health, mental health, counseling victim advocacy, legal assistance, or visa and immigration assistance. AU encourages victims to utilize off-campus resources in their area of residence.

Outside Title IX Resources:

U.S. Department of Education – Office for Civil Rights https://www.ed.gov/about/ed-offices/ocr

U.S. Department of Education – Know Your Rights https://www.ed.gov/about/ed-offices/ocr/know-your-rights

CA Department of Education – Equal Opportunity and Access
https://www.cde.ca.gov/re/di/eo/index.asp

CA Department of Education – Office of Equal Opportunity
https://www.cde.ca.gov/re/di/or/oeo.asp

List of Rights – Education Code **221.8**
https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC&sectionNum=221.8

6.3 Law Enforcement

Individuals may choose to report to law enforcement. The institution will assist upon request but will not require reporting.

AU Campus	Local Police Agency	Phone Number	Address
Glendale	Glendale Police Department	818-548-4840 (For general inquiries) 818-548-4911 (To file a police report) 818-956-4800 (Fire Department - Non-Emergency)	131 N. Isabel St. Glendale, CA 91206
City of Industry	Los Angeles County Sheriff's Department	(626)330-3322	150 N. Hudson Ave. City of Industry, CA 91744

---

7. Supportive Measures

Supportive measures are available regardless of whether a formal complaint is filed and may include:

- Educational conversations and training
- Academic adjustments or extensions
- Temporary changes to clinical assignments
- Leave of absence
- No contact orders
- Increased monitoring or security

Supportive measures are non-disciplinary and provided without cost where possible.

---

8. Formal Complaint Process

8.1 Filing a Formal Complaint

If the complaint could constitute a violation of this policy and the complainant has requested a formal resolution process, a formal complaint may be filed by the complainant or signed by the Title IX Coordinator. Upon receipt of a report or complaint, the Title IX Coordinator shall conduct an initial assessment to determine the appropriate next steps in accordance with Angeles University policy. This assessment includes evaluating whether there is any immediate danger to the complainant or the campus community and, if so, taking appropriate action, which may include the emergency removal of the respondent. The Title IX Administrator may serve as the designee for the Title IX Coordinator in any case where there is a conflict of interest or where either party has identified a conflict of interest in his/her case with the Title IX Coordinator. For purposes of this policy, any reference to the "Title IX Coordinator" should be read as the "Title IX Coordinator or designee."

8.2 Dismissals of the Formal Complaint

Upon receiving a formal complaint, the Title IX Coordinator will conduct an initial assessment to determine whether the allegations, if proven, could constitute a potential violation of this policy. If the complaint does not meet this threshold, it will be dismissed or, when appropriate, referred to another department or grievance process if the allegations may implicate a different AU policy.

Grounds for dismissal include, but are not limited to, complaints in which the alleged conduct:

- Would not constitute sexual harassment as defined by this policy;
- Did not occur within the institution's education program or activity; or
- Did not occur against a person in the United States.

A formal complaint may also be dismissed at any time during the investigation or hearing if:

1. The complainant notifies the Title IX Coordinator in writing of their intent to withdraw the formal complaint;
2. The respondent is no longer enrolled or employed by the institution; or
3. Specific circumstances prevent the institution from gathering sufficient evidence to reach a determination regarding the complaint or the allegations therein.

Additionally, a lack of response from the complainant may result in dismissal of the formal complaint. If the complainant does not respond within 30 calendar days after filing the complaint, following two written follow-ups (e.g., via email), the complaint will be dismissed.

8.3 Notice of Allegations

If the claim is determined to be valid, both parties will receive written notice including:

- Allegations
- Identities of parties (if known)
- Applicable policies
- Procedural rights

8.4 Formal Investigation

- Conducted by trained investigators
- Equal opportunity to present evidence and witnesses
- Timely and impartial process
- No presumption of responsibility

8.5 Standard of Evidence

The institution applies the preponderance of the evidence standard which means it is more likely than not the misconduct occurred.

8.6 Time Frame

Typically, the investigation, resolution, and appeal will not exceed 60 days although Angeles University reserves right to exceed this timeframe in order to conduct a thorough investigation. If the grievance processes do or is anticipated to exceed 60 days, AU will notify the complainant and respondent in writing and will advise them of the reason for the delay and the anticipated timeframe for the completion of the investigation to the complainant and respondent simultaneously and in writing.

9. Hearing and Determination

Live hearing is required for Title IX sex harassment formal complaints in postsecondary settings (under the 2020 Rule framework), including:

- Advisor-conducted questioning,
- Relevance determinations,
- Separate rooms/virtual participation options,
- Required written determination consent.

---

10. Remedies, Sanctions and Penalties

Remedies/sanctions may include:

- Education/training requirement
- Administrative leave with/without pay
- Suspension
- Termination

Remedies/sanctions may include:

- Education/training requirement
- Forfeiture of financial assistance
- Probation
- Suspension
- Expulsion
- Withholding diploma

Remedies are designed to restore or preserve equal access to education.

---

11. Appeals

Both the complainant and the respondent have a right to appeal the finding or non-finding of responsibility or the dismissal of the case. Appeals must be on one of the following grounds:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- The Title IX Administrator/Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

Both parties will have five business days from notification to appeal in writing to the next level of authority, whose decision is final. The decision-maker on appeal will not have been involved in the process up to the point of appeal

---

12. Recordkeeping

All files and supporting documents pertaining to Title IX violations (i.e. notification letters, interview notes, investigative reports, evidence such as texts, photos, emails, final determination letters, appeal information) will be maintained for a **minimum of 7 years.**

---

13. Training

All students, faculty, and staff of the University are required to complete mandatory Title IX training. This training covers Title IX regulations, non-fraternization, sexual harassment, sexual misconduct, discrimination, and reporting responsibilities.

New students, faculty, and staff must complete the required training during orientation or within the timeframe designated by the institution. Continuing students, faculty, and staff may be required to complete refresher or updated training as mandated by federal law or institutional policy.

Completion of Title IX training is a condition of enrollment and/or employment and is required to ensure a safe, respectful, and non-discriminatory educational and working environment.

14. Academic Freedom and Professional Standards

Nothing in this policy is intended to limit academic freedom or interfere with lawful pedagogical practices. Students are also subject to applicable professional codes of conduct and clinical site requirements.

---

15. Non-Discrimination, Free Speech, and Due Process

The Final Rule reflects core American values of equal treatment on the basis of sex, free speech and academic freedom, due process of law, and fundamental fairness. Schools must operate free from sex discrimination, including sexual harassment. Complainants and respondents must have strong, clear procedural rights in a predictable, transparent grievance process designed to reach reliable outcomes. The Final Rule ensures that schools do not violate First Amendment rights when complying with Title IX.

16. Policy Review

This policy will be reviewed and updated as required by changes in law or institutional practice.