

New Title IX Sexual Harassment Policy and Procedures

EFFECTIVE AUGUST 14, 2020

Today's Goals

- 1 – Announcement on May 6, 2020
- 2– New regulation effective: August 14, 2020
- 3– Procedure and Definition Changes
- 4- Mandatory Reporter Changes
- 5- New procedure (Title IX)
- 6– Questions

May 6, 2020 Announcement

On May 6, 2020, Department of Education issued a final regulation to strengthen Title IX protections for survivors of sexual misconduct and fight sexual harassment in schools.

- Provides due process protections to students and employees facing accusations of sexual harassment.
- Prescribes a transparent grievance process that includes a live hearing, as well as cross-examination.

New regulation effective: August 14, 2020

- Board Policy BP-720 Equal Opportunity Employer/Non-Discrimination
 - Presidential Procedure Appendix A-1-12
- Board Policy BP-721 Sexual Harassment (Regulatory Policy Standards)
 - Presidential Procedure Sexual Harassment Grievance and Investigation Procedure

Procedure and Definition Changes

- Definition of Sexual Harassment
- Responsible Employee
- Jurisdiction and Dismissal
 - Dismissal does not stop/preclude other institutional actions
- Advisors for both Claimant and Respondent
- Live Hearing with Cross Examination (advisors)

Mandatory Reporter Changes

Responsible Employees (Title IX) eff 8/14/2020

- The Title IX Coordinator or
- “any official who has authority to institute corrective measures on behalf of the recipient”
- Any faculty member leading, coordinating or supervising off-campus academic activities or programs such as special field trips, etc.
- See Sexual Harassment Grievance and Investigation Procedure for specific details.

WNCC Staff and Faculty

Reporting is an important tool to address Prohibited Conduct. Thus while all other employees who are not designated as Responsible Employees, they are also strongly encouraged to share any information about such conduct to the Title IX Coordinator, or designee.

New Procedure (Title IX)

- Policies and Procedures will be placed on the WNCC website and Biz Library.
- Please review them as soon as possible.

QUESTIONS