



University of Detroit Mercy Title IX Investigation and Resolution Procedure

Policy Statement

The University prohibits sex and gender-based discrimination including but not limited to sexual assault, sexual exploitation, sexual and gender-based harassment, intimate partner violence, sexual exploitation, stalking, retaliation, and violation of interim measures (“Prohibited Conduct”). Prohibited Conduct is expressly forbidden and will not be tolerated at the University. Such conduct may also violate federal and state civil or criminal laws.

The University has enacted this policy in an effort to eliminate Prohibited Conduct, prevent its reoccurrence, eliminate its effects, and to meet its legal obligations under Title IX of the Education Amendments of 1972, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) as amended by the Violence Against Women Reauthorization Act of 2013, and other applicable law.

Reporting of Prohibited Conduct

The University strongly recommends the reporting of sexual misconduct. Such complaints of potential sexual misconduct may be made to the following trained Title IX Deputy Coordinators:

Monica J. Williams
Dean of Students
313.993.1028
leonarmj@udmercy.edu

Megan Jennings
Associate Dean of Students, School of Law
313.596.0209
jenninmf@udmercy.edu

Juliette Daniels
Associate Dean for Student Services & Enrollment Management, School of Dentistry
313.494.6850
danieljc@udmercy.edu

Lanae Gill
Director of Residence Life
313.993.1231
Lanae.gill@udmercy.edu

Adam Hollman
Assistant Director of Student Life-Programming
313.993.1154
hollmaap@udmercy.edu

Teri Kromrei
Associate Athletic Director
313.993.1700
kromretl@udmercy.edu

Netina Anding-Moore
Associate Director of Human Resources
313.993.1445
andingnv@udmercy.edu

OR

Marjorie Lang
Title IX Coordinator and Equity and Compliance Specialist
313.993.1802
langma@udmercy.edu

All reports will then be directly forwarded to the University Title IX Coordinator, who is responsible for overseeing the University's review, investigation, and resolution of reports of Prohibited Conduct under the University's Investigatory Procedure to resolve complaints.

Additional Resources Involving Non-University Reporting

Aside from reporting to the University, an individual may also file a complaint with the following agencies:

United States Department of Education
Clery Act Compliance Division
clery@ed.gov

Office for Civil Rights
OCR@ed.gov

The Equal Employment Opportunity Commission
info@eeoc.gov

Michigan Department of Civil Rights
<http://www.michigan.gov/mdcr/> or 517-335-3165

Individuals may also make complaints directly to local law enforcement.

Complaints with the Office for Civil Rights must be filed within one hundred eighty (180) days of the last act that the Complainant believes was discriminatory. There is no time limit for making a report to the University; however, the University strongly recommends that such complaints be made within one hundred eighty (180) days. If the Respondent is no longer a student or employee, the University's authority to pursue disciplinary action may be limited.

Title IX Assessment

Once a report is made and forwarded to the Title IX Coordinator, the Title IX Coordinator will conduct an initial Title IX assessment. The first step of this assessment will usually be a preliminary meeting between the Complainant and the Title IX Coordinator. As part of the initial assessment of the facts, the University will:

- Assess the nature and circumstances of the allegation;
- Address immediate physical safety and emotional well-being issues;
- Notify the Complainant of the right to contact law enforcement if the conduct is criminal in nature, and if requested, assist them with notifying law enforcement;
- Notify the Complainant of the availability of support and assistance, including medical treatment to address physical and mental health concerns;

- Provide the Complainant with information about on- and off-campus resources;
- Advise the Complainant about the University's prohibition against retaliation and how to reports acts of retaliation;
- Inform the Complainant they may seek an advisor of their choosing to assist them throughout the investigation and resolution of the complaint, and that the advisor may accompany them to any meeting or proceeding under this policy (additional guidance about the role of the advisor is contained in the Appendix).

When the Title IX Coordinator determines that an investigation should be initiated or that any other action should be instituted that impacts a Respondent, the Title IX Coordinator will notify the Respondent by email. The Respondent will also be provided with information on available resources and options. The Title IX Coordinator will:

- Inform the Respondent that they may see an advisor of their choosing to assist them throughout the investigation and resolution of the complaint, and that the advisor may accompany them to any meeting or proceeding under this policy (additional guidance about the role of the advisor is contained in the Appendix);
- Provide the Respondent with information about support and assistance available through the University and other resources;
- Provide the Respondent with information regarding the resolution process;
- Advise the Respondent about the University's prohibition against retaliation.

When the Complainant requests that their identity not be shared with the Respondent or that the University not pursue an investigation, the University must consider this request in the context of the University's responsibility to provide a safe and non-discriminatory environment for all University community members. The University, through the Title IX Coordinator, will take all reasonable steps to investigate and respond to the complaint, consistent with the request not to share identifying information or pursue an investigation, but its ability to do so may be limited by the circumstances.

At the conclusion of the initial Title IX assessment, the Complainant will receive a written notice of the determination about how the University plans to proceed. Depending on the circumstances and requested resolution, the Respondent may or may not be notified of the report or resolution. A Respondent will be notified when the University seeks action that would impact a Respondent, such as protective measures that restrict the Respondent's movements on campus, the initiation of an investigation, or the decision to request the Respondent's involvement in an Informal Resolution.

Informal Resolution

Informal Resolution is an alternative approach designed to stop the Prohibited Conduct without a full investigation or taking unilateral disciplinary action against a Respondent. When the Title IX assessment concludes that Informal Resolution may be appropriate, the University will take immediate and corrective action through the imposition of individual and community remedies designed to maximize the Complainant's access to educational, extracurricular, and employment activities at the University and to eliminate a hostile environment. Depending on the form of Informal Resolution used, it may be possible for a Complainant to maintain anonymity.

Informal Resolution, even if voluntary, may not be used in cases involving allegations of sexual assault. With respect to all other types of prohibited conduct, the decision to pursue Informal Resolution will be made when the University has sufficient information about the nature and scope of the conduct, which may occur at any time. Participation is voluntary, and a Complainant or Respondent can request to end Informal Resolution and initiate an investigation at any time. Additionally, if an informal resolution is reached but either party fails to abide by the resolution, the Title IX Coordinator may initiate an investigation and formal resolution, if deemed appropriate.

The Title IX Coordinator will maintain records of all reports and conduct referred for Informal Resolution, which will typically be completed within sixty (60) days of the conclusion of the initial Title IX assessment.

Investigation

Overview of Investigation:

If the University determines that an investigation should be pursued based on the potential risk of harm or threat to Complainant or public safety, the Title IX Coordinator will initiate an investigation to gather facts.

Throughout the investigation and resolution, a Complainant or Respondent may have an advisor of their choosing present at any meeting or proceeding. Additional guidance about the role of the advisor is contained in the Appendix. Information gathered during the review or investigation will be used to evaluate the responsibility of the Respondent, provide for the safety of the Complainant and the University campus community, and take appropriate measures designed to end the misconduct, prevent its recurrence, and address its effects.

Notice of Investigation

Both the Complainant and the Respondent will receive written notice sent to University of Detroit Mercy student's email address indicating that an investigation has been initiated. The notice will include the description of the complaint, the potential policy violations at issue, the name and contact information of the assigned investigator, and a copy of the investigative procedure.

The notice will also provide that both Complainant and Respondent have a right to an advisor of their choice which may include an attorney. (Additional guidance about the role of the advisor is contained in the Appendix.)

The notice will confirm that medical and counseling records are confidential and not accessible to the investigator unless the Party voluntarily chooses to share records as part of the investigation.

Investigator

The University will designate an investigator, typically the Title IX Coordinator or a deputy Title IX coordinator, who has specific training and experience investigating allegations of Prohibited Conduct. The investigator may be an employee of the University, an external investigator engaged to assist the University in its fact gathering, or both.

Investigative Steps

The investigator will coordinate the gathering of information from the Complainant, the Respondent, and any other individual who may have information relevant to the determination. The investigator may consider prior or subsequent conduct that is relevant to evaluating the current conduct. The investigative interviews may be audio-recorded and notes of the interview will be maintained by the University until the parties have had the opportunity to review and comment on the draft investigation report. The investigator will also gather any available physical evidence, including documents, communications between parties, and other electronic records as appropriate and as described more fully below. The Complainant and Respondent will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information.

Complainant and Respondent Interviews

The investigator will interview the Complainant and Respondent separately. Each party will be asked to participate in an initial interview and may be asked to participate in follow up interviews as needed.

Other Sexual History

An investigation under this policy may consider prior or subsequent sexual history between the parties if the investigator determines that there was a prior or ongoing relationship between the Complainant and Respondent and the investigator is asked to determine whether consent was sought and given. As noted in other sections of the policy, whether someone consented on a prior or subsequent occasion is not evidence that the person consented on this occasion, and consent must be sought and given each time. Any prior or subsequent sexual history between the parties will only be used to help understand the manner and nature of communications between the parties and the

context of the relationship. If the investigator determines that prior or subsequent sexual history should be considered, both the Complainant and Respondent will be notified and have the opportunity to provide any additional relevant information to the investigator. The sexual history of a Complainant or Respondent will never be used to prove character or reputation.

Witness Interviews

If witnesses are identified by the parties, through interviews, or in documentation, who have observed the acts in question or have information relevant to the incident, the investigator will make a good faith effort to contact and interview those individuals even if they are no longer at the University. The investigator may also interview any other individual he or she finds to be potentially relevant to the allegations of the complaint. The investigator will inform each witness that they are prohibited from retaliating against the Complainant and Respondent or other witnesses, and request that the witness respect the privacy of the parties and the integrity of the process.

Experts

The investigator may contact any expert they determine would be of assistance to ascertain the facts related to the complaint. An expert witness may be contacted for an informal consultation or for a professional opinion regarding information learned from the investigation.

Documents/Records Review

The investigator may review other documents that may be relevant to the investigation, including but not limited to, police records, electronic or other records of communications between the parties or witnesses and records of other information voluntarily provided by Complainant or Respondent, including medical records.

Site Visits

The investigator may visit pertinent sites or locations and record observations through written or electronic documentation, such as videos or photographs.

Consideration of Other Conduct by a Respondent

Evidence of an occurrence or occurrences of sexual or other behavior which may resemble either party's version of the alleged encounter, including whether consent was sought or given, may be considered. Where there is evidence of a pattern of similar conduct, either before or after the conduct in question, regardless of whether there has been a prior finding of a policy violation, this information may be deemed relevant to the determination of policy violation or assigning of a sanction. The determination of relevance will be based on an assessment of whether the previous or subsequent incident was substantially similar to the conduct cited in the report or indicates a pattern of behavior and substantial conformity with that pattern. Where there is a prior finding of a policy violation by the Respondent for a similar act of prohibited conduct, there is a presumption of relevance and the finding may be considered in making a determination as to responsibility and assigning of a sanction.

Consolidation of Investigation

The investigator has the discretion to consolidate multiple reports against a Respondent into one investigation if the evidence related to each incident may be relevant in reaching a determination in the other incident. In addition, in gathering the facts, the investigator may consider similar prior or subsequent allegations of, or findings of responsibility for, similar conduct by the Respondent to the extent such information may be relevant.

Concurrent Law Enforcement Investigation

If there is a concurrent criminal investigation, at the request of law enforcement, the University may agree to defer its Title IX fact-gathering until after the initial stages of a criminal investigation. The University will nevertheless communicate with the Complainant and Respondent regarding Title IX rights, procedural options, and the implementation of interim measures to assure the safety and well-being of all affected individuals. The University

will promptly resume its Title IX fact-gathering as soon as law enforcement has released the case for review following the initial criminal investigation.

Investigation Report Content

At the conclusion of the investigation, the investigator will prepare a draft report that summarizes the information gathered, synthesizes the areas of agreement and disagreement between the parties and any supporting information or accounts, and analyzes the relevant facts determined through the investigation, referencing any supporting documentation or statements. The investigation report may include summaries of interviews with the Complainant, Respondent, third-party witnesses, experts, and any other individuals with relevant information, photographs of relevant sites or physical evidence, electronic records, and forensic evidence.

Review of Draft Investigation Report

Before the report is finalized, the Complainant and Respondent will be given the opportunity to review the draft report. Consistent with FERPA or safety concerns, identifying information about the Complainant or witnesses may be redacted at the discretion of the investigator. A Complainant and Respondent may submit any additional comment or evidence to the investigator at his/her email address within five (5) business days of receipt of the draft report. A Complainant and Respondent may also raise concerns about the inclusion of any evidence, even if relevant, that the party believes may be more harmful than probative. Upon request by either the Complainant or Respondent prior to the expiration of the five (5) day period, an additional three (3) business days may be granted to submit additional comments or evidence to the investigator.

Upon receipt of any additional information or comments by the Complainant or Respondent, or after the three (3) day comment period has lapsed without comment, the investigator will prepare the final investigation report. In completing the report, the investigator will determine whether any information included in the report should be excluded. After any adjustments are made in response to comments and information received, the investigator shall determine whether there is sufficient information to find, by a preponderance of the evidence that a policy violation occurred.

The investigator will submit a final report and investigative finding to the Complainant and Respondent. The final report will include all investigation materials subject to the guidelines set forth in the preceding section, the Complainant and Respondent responses, the finding of whether the University of Detroit Mercy Prohibiting Sex and Gender-based Discrimination and any additional policies being explored through this investigation have been violated, with the investigator's reasoning. The finding will be based on the standard of preponderance of the evidence, i.e., whether it is more likely than not that the policy was violated.

At the conclusion of the investigation, the investigator will forward their Investigative Report to the Dean of Students.¹ The Report will contain the information obtained in the investigation, an analysis of the information, and finding of Policy violations.

- a. If the investigator determines there was not a violation of this Policy, the Dean of Students will inform the Complainant and Respondent, in writing, that the matter will be closed and no further action taken.
- b. If the investigator determines that there is sufficient evidence to support a violation of this Policy, the Dean of Students will inform the Complainant and Respondent by issuing a written Decision Notification Letter to both Complainant and Respondent.
- c. If a Respondent is found responsible for violating this Policy, the report will be sent to the appropriate University official(s) for action on the sanctions. Once the appropriate University official implements

¹ If the Respondent is an employee, this report will be sent to the Associate Vice President of Human Resources for appropriate action pursuant to the University's sexual harassment and other policies.

² Note: Sanctions will not generally be implemented until after the appeal deadline has passed, or, if an appeal has been filed, until after the appeal has concluded. However, the University reserves the right to keep in place interim

the sanction/action, the University official shall notify the Title IX Coordinator of any action that has been taken.²

- d. The University will, where appropriate, take reasonable steps to remedy the harm to the affected individual(s) of the Prohibited Conduct, including counseling for those who have subjected to or have engaged in commission of the Prohibited Conduct.

Possible student sanctions include:

1. **Warning**
2. **Assessment and Treatment, including psychological or mental health counseling**
3. **University Housing Restrictions**
4. **Restrictions on Participation or Use**
5. **Probation**
6. **Suspension**
7. **Expulsion**
8. **Withholding Diploma**
9. **Withholding Degree**
10. **Transcript Notation**
11. **Organizational Sanctions**
12. **Other actions, as appropriate, given the facts, circumstances and findings in each matter**

Notice of Outcome

Both the Respondent and the Complainant will receive written notice of the outcome, the sanction, and the rationale for both sent by the Title IX Coordinator.

To provide notice of the outcome, University-issued email is the primary means of communication. Alternative methods may be used, if appropriate.

The notice of outcome will include the findings as to whether there has been a policy violation and the rationale for the result. The notice of outcome will also include the sanction and the rationale for the sanction. The Respondent will be informed of the date by which the requirements must be satisfied (if applicable), and the consequences of failure to satisfy the requirements. The Complainant will be fully informed of any sanctions and remedies that directly relate to the Complainant, including information about the Respondent's presence on campus (or in a shared class or residence hall), that may help a Complainant make informed decisions or work with the University to eliminate harassment and prevent its recurrence. The notice of outcome will also provide each party with their appeal options. The University may also notify appropriate University officials, such as Public Safety, faculty members, residence life staff, coaches, as necessary, to implement the outcome and/or sanctions.

Appeal

Either party may appeal the outcome and/or sanction within 5 days of the date of the outcome letter. The limited grounds for appeal are as follows:

- The discovery of new information that is material and relevant and could affect the finding of the investigator and which was not available through the exercise of due diligence by the appealing party at the time of the investigation;
- A deviation from University policy or procedure that materially affected the outcome.

² Note: Sanctions will not generally be implemented until after the appeal deadline has passed, or, if an appeal has been filed, until after the appeal has concluded. However, the University reserves the right to keep in place interim measures, or to implement additional measures, on a case-by-case basis, at any time to maintain public safety and the safety of Complainant.

The appeal shall consist of a plain, concise, and complete written statement outlining the grounds for the appeal. Dissatisfaction with the outcome of the investigation is not grounds for appeal. The appeal must be submitted to the Dean of Students within five (5) days of the date of the outcome letter. The Title IX Coordinator will provide the other party notice of the appeal and the opportunity to respond in writing to the appeal. A party's response to the appeal must be submitted within five (5) days from their receipt of the appeal. In the event both parties appeal the findings, each party will be provided notice and a copy of the other party's appeal.

Upon receipt of the appeal and any response, a hearing officer will be appointed by the Dean of Students or other designee.

In any request for an appeal, the burden of proof lies with the party requesting the appeal. The appeal is not a new review of the underlying matter. The hearing officer shall consider the merits of an appeal only on the basis of the above grounds for appeal. The hearing officer will review the written investigation report and all supporting documents.

Appeals are not intended to be a full rehearing of the complaint (de novo). In most cases, appeals are confined to a review of the written documentation regarding the grounds for the appeal. However, the parties may request a hearing on the facts.

The hearing officer will communicate the result of the appeal to the Complainant and Respondent within twenty-one (21) days from the date of the submission of all appeal documents by both parties or 21 days after hearing (if requested). Decisions on Appeals are final.

Additional Considerations

Group Infractions

When members of a student group, organization, team, or individuals act in concert in violation of the Policy, their conduct may be reviewed as a group or as individuals, and an investigation may proceed against the group as joint Respondents or against one or more involved individuals as appropriate given available information and circumstances.

A student group, organization, or team's officers and membership may be held collectively and individually responsible when violations of this policy by the organization or its members take place at organization sponsored events, have received the consent or encouragement of the organization or the organization's leaders or officers, or was known or reasonably should have been known to the membership or its officers.

In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and individually.

Records

The Title IX Coordinator will retain records of all reports, allegations, and complaints, regardless of whether the matter is resolved by Title IX assessment, Informal Resolution, or Formal Resolution. In general, records will be maintained for seven years following dissemination of Decision Letter or Decision Letter Post-Appeal.

Students

Findings of responsibility in matters resolved through Formal Resolution are part of a student's conduct record. Such records shall be used in reviewing any further conduct or in developing sanctions and shall remain a part of a student's conduct record.

Complaints resolved by a Title IX assessment or Informal Resolution are not part of a student's conduct file or academic record. The conduct files of students who have been suspended, permanently dismissed, or who withdrew pending disciplinary action from the University are maintained in the Dean of Students' office for seven years after their departure from the University.

Records of disciplinary action involving organizations are maintained in the Dean of Students office indefinitely.

Respondent's Withdrawal Prior to or Concurrent with Investigation

If a Respondent withdraws from the University before the investigation and/or complaint resolution process have been concluded, a notice will be sent to the student stating that he or she is alleged to have violated University policy, that an investigation has been or will be conducted, and that the resolution process will continue.

A letter will also be sent to the University Registrar, and also to the registrar or academic dean of the school/college in which the student was enrolled indicating that such proceedings are pending. If the student attempts to re-enroll before the matter is resolved, the Registrar will notify the Title IX Coordinator. The matter must be fully resolved before the student may re-enroll at the University.

Appendix and Definition of Terms:

Advisor: Throughout the investigation and resolution of a complaint, the Complainant and Respondent have the right to be assisted by an advisor of their choice. The advisor may be any person, including an attorney engaged at the party's expense, who is not otherwise a party or witness in the investigation. The advisor may accompany the Complainant or Respondent to any meeting or related proceeding with an investigator or a University employee. While the advisor may confer quietly with the Complainant or Respondent to provide advice or support, the advisor may not speak on behalf of the Complainant or Respondent or otherwise actively participate in, or in any manner disrupt, the meeting or proceeding. Any person who serves as an advisor should plan to make themselves available for meetings throughout the process in accordance with the University's objective of completing the resolution process in sixty (60) days or less.

The Title IX Coordinator has the right at all times to determine what constitutes appropriate behavior on the part of an advisor. No copies of written materials or any other evidence will be provided to an advisor by the Title IX Coordinator, although the parties may review such information with an advisor as necessary to assist them in the proceedings.

Coercion: Coercion is the improper use of pressure to compel another individual to initiate or continue sexual activity against the individual's will. Coercion can include a wide range of behaviors including intimidation, manipulation, threats, and blackmail. Words or conduct may constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity.

Complainant: An individual who invokes the University's investigation and resolution process to determine if the Title IX sexual misconduct policy has been violated and identifies him or herself as a victim of the alleged misconduct. In some circumstances, the University may assume the role of Complainant.

Consent: Consent requires an affirmative, conscious decision by each participant to engage in mutually agreed-upon sexual activity. Participants must act freely and voluntarily and have knowledge of the nature of the act involved.

Force: Force is the use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether to participate in sexual activity.

Incapacitation: Incapacitation is a state where an individual cannot make an informed and rational decision to engage in sexual activity because that individual lacks conscious knowledge of the nature of the act sufficient to understand the *who, what, where, when, why or how* of the sexual interaction, and/or is physically helpless. An individual is also considered incapacitated, and therefore unable to give consent, when asleep, unconscious, or otherwise unaware or uncertain that sexual activity is occurring. Incapacitation may also result from the use of alcohol and/or other drugs.

Being intoxicated or impaired by drugs or alcohol is never an excuse for sexual or gender-based harassment or discrimination and violence, intimate partner violence, or stalking and does not diminish one's responsibility to obtain consent.

Intimate Partner Violence: This is sometimes referred to as domestic or relationship violence. It includes any act of violence or threatened act of violence by a person who is, or has been involved in, a sexual, dating, hook-up, domestic or other intimate relationship with the Complainant. It may also include sexual harassment, sexual assault, sexual exploitation, stalking, or retaliation committed by a person who is or has been involved in such a relationship.

Parties: A term referencing collectively to the Complainant and Respondent.

Prohibited Conduct: Prohibited Conduct is defined in the University of Detroit Mercy Policy Prohibiting Sex and Gender-based Discrimination. It includes, but is not limited, to Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual or Gender Based Harassment and Retaliation, and violation of interim measures.

Respondent: Any individual(s) or organization(s) alleged to have violated the University of Detroit Mercy Policy Prohibiting Sex and Gender-based Discrimination and against whom a complaint has been brought.

Sexual Assault: An individual engages in sexual assault when they have or attempt to have sexual intercourse with another individual by force or threat of force (see definition); or without consent (see definition); or with an individual who is incapacitated (see definition).

Sexual Exploitation: An individual engages in sexual exploitation when they take non-consensual or abusive sexual advantage of another person for their own advantage or benefit, or to benefit or advantage anyone other than the person being exploited.

Stalking: Stalking includes a course of physical or verbal conduct directed at another individual in a manner that could reasonably cause fear of harm or injury to that person or to a third party. A course of conduct consists of at least two acts. The feared harm or injury may be physical, emotional, or psychological, or related to the personal safety, education, or employment of that individual. Stalking may also involve the use of electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices (often referred to as cyber-stalking). Such behaviors may include, but are not limited to, non-consensual communication, telephone calls, voice messages, emails, texts, letters, notes, gifts, or any other communication that is repeated, undesired, and places another person in fear.

Student: Any student enrolled at the University at the time of the alleged sexual misconduct. For the purposes of this policy, student status begins when a student has accepted an offer for admission to the University and ends when the student has graduated, withdrawn, been permanently dismissed, or otherwise permanently separated from the University.

Title IX: Title IX refers to the Educational Amendments of 1972 (Title IX), 20 U.S.C. §§1681 et seq., and its implementing regulations, 32 C.F.R. Part 106, which prohibit discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance. The University is required to comply with Title IX. Sexual harassment of students, which includes acts of sexual misconduct described in this policy, is a form of sex discrimination prohibited by Title IX.

Victim: Any individual who has been harmed by an act or acts of sexual misconduct.

Witness: Any individual who has seen, heard, or otherwise knows or has information about a violation.

Effective Date: 8/1/17