

Present:	Darci Blackney, Melissa Bray, Nikki Bucy, Kevin Cagg, Kaley Coulter, Lisa Crater, Shelby Eitel, Nicole Falcone, Selan Foreman, Duane Havard, Allen Langley, Brenda Lutz, Colin McDonough, Becky Meneely, Connie Murphy, Nancy Ozanne, Jessie Peter, Nancy Ozanne, Megan Runde, Sue Smith, Taylor Suiter
Absent:	Kala Dixon, Tim Jackson, Marsha Martin
Guests:	Dr. Stephanie Krauth, Dr. Rob Voss

1. Dr. Stephanie Krauth, Assistant VP Title IX & Equity – Title IX Updates

- [Title IX Policy – 2024](#)
 - Updates for Title IX came out late April/early May which into effect by August 2.
 - Changes to Title IX
 - Gender-based harassment
 - Gender-based Harassment process changes
 - Scope has changed to include Sex stereotypes, Sex characteristics, Pregnancy, Sexual Orientation and Gender identity
 - This change will move the LGBTQA+ situations that were previously handled by the Bearcat Equity to be handled by Title IX
- [Pregnancy Modifications Policy - 2024](#)
 - Focused primarily from the student view for accommodations such as excused absences, extensions, breaks, access to online option, etc.
 - There is mandatory referral of students who have disclosed they are pregnant.
 - Any accommodations must be coordinated through the Title IX office and NOT the faculty member/department.

2. **Krista Barcus – Leadership Advisory Team / Human Resources**

- Crisis Counselor Brooke McDonald replaces Holly McMillen on the UPD team to assist students and employees with mental health crises. Brooke will attend an upcoming staff council meeting.
 - Emotional Support Service Animal and Service Animal Policy was approved by the Board of Regents and placed in the employee handbook
 - Employees received a 3% COLA increase effective July 1st
 - As President Tatum shared at the Board of Regents Meeting there will be a compensation taskforce formed. NLT will be asking individuals from their areas to be on the team. The taskforce members will serve as an advocate for communicating the compensation process.
 - The strategic objectives that we will be focusing on include:
 - Enrollment Growth & Sustainability
 - Collegiate Experience
 - People
 - Please be working with your units on specific action items for the employee engagement themes that were submitted to the NLT. The next step will be to solidify those actions items and present them back to the NLT
 - All Employee Meeting is scheduled for August 21 additional details will be shared
 - **Physician Screening Form (PSF)** are due October 15, 2024. Employees on a Northwest health plan who do not return the PSF by **October 15, 2024**, will be assessed a **\$50 per month premium differential** beginning with the December 2024 paycheck.
- Steps to complete:

- Make your annual preventive care appointment with your primary care provider and **request that your labs be sent through Quest** (or other independent, in-network lab facility (see attached))
- Download your Physician Screening Form from the A Healthier You portal. To access the portal, log in to your mybluekc.com account.
- Make arrangements with your provider for returning the Physician Screening Form.
- Ensure the completed form is returned to A Healthier You by October 15, 2024.
- Save the Date! - September 7th, 2024: This is the day we will be hosting our Second Annual Bearcat Family 5K on the Bearcat Trail. Bring your family and enjoy fitness camaraderie with colleagues. [Employee Wellness | Human Resources | Northwest \(nwmissouri.edu\)](https://www.nwmissouri.edu/EmployeeWellness/HumanResources/Northwest)

3. Committee Reports

- Employee Recognition – Colin McDonough
 - Thanks to Nikki Bucy for spending the remaining funds by purchasing 28 vouchers for free T-shirts. This will be given away as prizes throughout the year.
 - Popsicle Day – Thursday, July 25 – 1:00-2:30
- Outreach – Darci Blackney
 - Next fundraiser will be sweatshirts.
 - There will need to be a new chair for the committee since Darci is now Chair-Elect.
- Policy Committee – Taylor Suiter
 - Vacant positions
 - Derek DeMott
 - Melissa Chesnut
 - Kathleen Kobayashi
 - Ballot for opening for Trey Oglesby
- Diversity & Inclusion – Jessie Peter
 - DI Committee will meet with Dr. Shay Malone to discuss Staff Council IE action plan.
 - Thank you to Becky Meneely for service on D&I Committee
 - Dr. Shay would like Staff Council to revise the inclusive excellence statement within the charter
- ALLY Affinity – Michelle Drake
 - No Report

4. Old Business

- Jessie Peter is taking the lead on the Foster Fitness Center focus group

5. New Business Items

- Staff Council Representation
 - Change to groupings under NLT instead of SLT for those who have >100 staff members
 - When there are vacancies, send them directly to staff members and cc the NLT member
 - Individuals may feel uncomfortable saying no to their leader when approached to represent their area
 - Individuals that may be interested may not be aware of the vacancy
 - Floater positions – if Staff Council is unable to fill a vacancy within a group, all staff would be emailed to see if anyone is interested in representing that area.
 - List attendance to identify which areas everyone is representing by NLT member.

6. Engagement Survey Actions

- Duane Havard and Selena Foreman will meet with Krista Barcus to go over the engagement survey results and list an action for each area. The top three were:
 - Interdepartmental collaboration

- Compensation
- Wellbeing/Perks
 - Foster Fitness focus groups

7. Employee Suggestions/Comments/Concerns

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8. Announcements

- **NOTE** the location change for July meeting – **Union Board Room**
- Volunteers needed for Iowa State Fair and Missouri State Fair – contact Duane Havard
 - Both fairs are August 8-18th
 - Free admission to the fair – work a shift (9-1pm;1-5pm; 5-8pm)
 - Primarily looking for assistance with the Missouri State Fair.
- Open positions
 - Custodial
 - Executive Secretary, University Advancement
 - Gardening Specialists
 - International Student Success & Outreach Coordinator
 - Marketing Specialists – University Marketing & Communications
 - Police Officer
 - Resident Director
- Upcoming Events:
 - Wednesday, August 21st – 8:30 a.m. – TBD – Back to School Meeting
 - Breakfast 7:30-8:30 before the meeting
 - Wednesday, August 21st – 5:00-7:00 p.m. – Guant House – Welcome back Picnic
 - Friday, August 23rd – Convocation – more details to follow

9. Next Meeting – **NOTE DATE & LOCATION CHANGE:** August 14 | 1:30pm, **Union Boardroom**

Sex Discrimination and Sex-Based Harassment Policy

I. NON-DISCRIMINATION NOTICE AND GENERAL POLICY STATEMENT

Northwest Missouri State University (“University”) does not discriminate on the basis of sex and prohibits Sex Discrimination in its Education Programs or Activities as required by Title IX of the Education Amendments of 1972 and its implementing regulations, Title VII of the Civil Rights Act of 1974, and other applicable state and local laws. The University’s prohibition on Sex Discrimination extends to all aspects of its operations, including admissions and employment. The University also prohibits various forms of Retaliation as provided by law. Reports and Complaints of Sex Discrimination may be made to the University’s Title IX Coordinator, whose contact information is specified below.

The University’s Sex Discrimination and Sex-Based Harassment Policy implements the University’s prohibition on Sex Discrimination, contains information on how to report Sex Discrimination, and sets forth the University’s processes for investigating and adjudicating allegations of Sex Discrimination. The Policy prohibits all forms of Sex Discrimination, including Adverse Treatment Sex Discrimination, Policy or Practice Sex Discrimination, and Sex-Based Harassment, which includes Quid Pro Quo Harassment, Hostile Environment Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking.

Members of the University Community who commit Sex Discrimination are subject to the full range of University discipline including verbal reprimand; written reprimand; mandatory training, coaching, or counseling; mandatory monitoring; partial or full probation; partial or full suspension; demotion; fines; permanent separation from the institution (that is, termination or dismissal); physical restriction from University property; cancellation of contracts; and any combination of the same.

The University will provide persons who have experienced Sex Discrimination ongoing remedies as reasonably necessary to restore or preserve access to the University’s Education Programs or Activities.

Consistent with Title IX, the University also provides certain supports and modifications for persons who are experiencing pregnancy or pregnancy related conditions. The University has a separate Pregnancy Modifications Policy [\[insert hyperlink\]](#) that governs the provision of such supports and modifications.

The University has designated a Title IX Coordinator to respond to questions about the Policy and Title IX and its implementing regulations; to receive Reports and Complaints of Sex Discrimination as further explained in the Policy, and to coordinate and oversee the University’s response to Sex Discrimination as dictated by the Policy and applicable laws and regulations. The Title IX Coordinator’s name and contact information is:

Dr. Stephanie Krauth
Assistant Vice President of Title IX and Equity
Administration Hall 305
800 University Avenue
Maryville, MO 64468
660-562-1873
skrauth@nwmissouri.edu

The Title IX Coordinator may assign one or more designees to carry out some of the University’s responsibilities for compliance with Title IX and its implementing regulations, but the Title IX

Coordinator retains ultimate oversight for those responsibilities. Additionally, the University has designated the following Deputy Title IX Coordinator to assist the Title IX Coordinator in coordinating Title IX compliance with respect to employees:

Krista Barcus
Assistant Vice President of Human Resources
AD 125
800 University Dr.
Maryville, MO 64468
660-562-1128
kbarcus@nwmissouri.edu

In addition to the Title IX Coordinator, questions about Title IX and its implementing regulations may be referred to the U.S. Department of Education's Office for Civil Rights ("OCR"). Contact information for OCR is as follows:

Kansas City Office
Office for Civil Rights
U.S. Department of Education
One Petticoat Lane
1010 Walnut Street,
3rd floor, Suite 320
Kansas City, MO 64106

II. DEFINITIONS

Capitalized terms have the meaning described in Appendix 1 "Definitions".

III. SCOPE

This Policy applies to Sex Discrimination that occurs within the University's Education Programs or Activities and that is committed by a member of the University Community.

This Policy does not apply to Sex Discrimination that occurs outside the scope of the University's Education Programs or Activities. Nevertheless, the University will address a sex-based hostile environment under its Education Programs or Activities even when some conduct alleged to be contributing to the hostile environment occurred outside the Education Programs or Activities or outside of the United States.

While this Policy is the exclusive policy governing Sex Discrimination that occurs within the University's Education Programs or Activities, Reports and Complaints of Sex Discrimination may implicate conduct that violates other University policies and standards. For example, conduct may be subject to the Student Code of Conduct. The University retains full discretion to enforce its other policies and standards with respect to applicable conduct, whether prior to, at the same time as, or after allegations of Sex Discrimination have been resolved pursuant to this Policy.

IV. REPORTING SEX DISCRIMINATION

Any person may Report Sex Discrimination to the Title IX Coordinator. Reports may be made in person, by regular mail, telephone, electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's Report. In-person Reports must be made during normal business hours, but Reports can be made by regular mail, telephone, or electronic mail at any time, including outside normal business hours. The preferred method of reporting is using the [Sexual Harassment/Title IX Reporting Form](#).

All University Employees, who are not designated as Confidential Employees, are required to promptly report potential Sex Discrimination in the University's Education Programs or Activities to the Title IX Coordinator. An Employee's duty to Report is triggered when: (1) the Employee receives a Report of potential Sex Discrimination from another person; (2) the Employee observes potential Sex Discrimination; or (3) the Employee learns about potential Sex Discrimination through some other means.

While Confidential Employees are not required to report potential Sex Discrimination to the Title IX Coordinator, Confidential Employees must:

- Explain their confidential status to any person who informs the Confidential Employee about potential Sex Discrimination, [including the circumstances in which the Confidential Employee is not required to notify the Title IX Coordinator about conduct that reasonably may constitute Sex Discrimination.](#)
- Provide such person with contact information for the Title IX Coordinator.
- Explain how the individual may make a complaint of Sex Discrimination directly to the Title IX Coordinator.
- Explain that the Title IX Coordinator may be able to offer and coordinate supportive measures, as well as initiate an informal resolution process or an investigation under the grievance procedures.

The provisions of this section notwithstanding, a Confidential Employee must comply with any applicable state or local law that requires the Confidential Employee to report certain conduct to a state agency or local law enforcement, such as laws mandating the reporting of sexual abuse of minors, imminent threats of suicide or physical violence, or the abuse of the elderly or persons who are under a conservatorship.

From time to time, the University may host public awareness events regarding Sex Discrimination, whether such events occur in person on campus or through an online platform. When potential Sex Discrimination is disclosed in the context of a public awareness event, the University will not act on the information solely because of the disclosure at the public awareness event, unless the information reveals an immediate and serious threat to the health or safety of any person. However, the Title IX Coordinator will use information disclosed during a public awareness event to inform efforts to prevent Sex Discrimination, including by providing tailored training and education.

The Title IX Coordinator will monitor the University's Education Programs or Activities for any barriers to reporting potential Sex Discrimination and take steps reasonably calculated to address any such barriers.

V. SPECIAL ADVICE FOR INDIVIDUALS WHO HAVE EXPERIENCED SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING

If you believe you are the victim of Sexual Assault, Domestic Violence, or Dating Violence, the University recommends the following:

- If the incident has just occurred, get to a safe place as soon as possible.
- Contact law enforcement by calling 911.
- Try to preserve all physical evidence related to the incident—avoid bathing, using the toilet, rinsing one's mouth, or changing clothes to facilitate the efficacy of a forensic

examination. If it is necessary, put all clothing that was worn at the time of the incident in a paper bag, not a plastic one.

- Do not launder or discard bedding or otherwise clean the area where the assault occurred – preserve for law enforcement.
- Get medical attention and consider consenting to a forensic examination. A forensic examination may result in the collection of evidence that will be needed if you decide to make a report to police. Most local hospitals have forensic examination protocols and those that do not can refer you elsewhere. Take a full change of clothing, including shoes, for use after a medical examination.
- Preserve all forms of electronic communication that occurred before, during, or after the assault.
- Contact a trusted person, such as a friend or family member for support.
- Talk with a professional licensed counselor, chaplain, or health care provider who can help explain options, give information, and provide emotional support.
- Make a report to the Title IX Coordinator.
- Explore potential avenues for investigation and determination under this Policy.

It is also important to take steps to preserve evidence in cases of Stalking, to the extent such evidence exists. Such evidence is more likely to be in the form of letters, emails, text messages, electronic images, and social media exchanges, rather than evidence of physical contact and violence. This type of non-physical evidence will also be useful in all types of Sex-Based Harassment investigations.

Once a report of Sexual Assault, Domestic Violence, Dating Violence, or Stalking is made, the victim has several options such as, but not limited to:

- Obtaining Supportive Measures.
- Contacting parents or a relative.
- Seeking legal advice.
- Seeking personal counseling.
- Pursuing criminal or civil legal action against the perpetrator.
- Submitting a Complaint to the Title IX Coordinator.
- Requesting that no further action be taken.

The University's Police Department can also assist individuals in obtaining a personal protection order ("PPO") through civil courts.

VI. PRELIMINARY ASSESSMENT

After receiving a Report of potential Sex Discrimination the Title IX Coordinator will conduct a preliminary assessment to determine:

- Whether the conduct, as reported, falls or may fall within the scope of this Policy (see “Scope”); and
- Whether the conduct, as reported, constitutes or may constitute Sex Discrimination.

If the Title IX Coordinator determines that the conduct reported does not and could not fall within the scope of the Policy, and/or does not and could not constitute Sex Discrimination, even if investigated further, the Title IX Coordinator will close the matter and may notify the reporting party if doing so is consistent with FERPA. The Title IX Coordinator may refer the report to other University offices, as appropriate.

If the Title IX Coordinator determines that the conduct reported could fall within the scope of this Policy, and/or could constitute Sex Discrimination, if investigated further, the Title IX Coordinator will proceed to contact the Complainant (see “Contacting the Complainant”).

As part of the preliminary assessment, the Title IX Coordinator may take investigative steps to determine the identity of the Complainant, if it is not apparent from the Report.

VII. CONTACTING THE COMPLAINANT

If a Report is not closed as a result of the preliminary assessment (see “Preliminary Assessment”) and the Complainant’s identity is known, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures (see “Supportive Measures”); to discuss and consider the Complainant’s wishes with respect to Supportive Measures; to inform the Complainant about the availability of Supportive Measures with or without making a Complaint; to explain the process for making a Complaint; and to advise the Complainant of the investigation and adjudication procedures set forth in this Policy. The Complainant will also be provided options for filing complaints with local law enforcement and information about resources that are available on campus and in the community.

VIII. SUPPORTIVE MEASURES

A. Availability of Supportive Measures

If a Report is not closed as a result of the preliminary assessment (see “Preliminary Assessment”), the Title IX Coordinator will offer and make available Supportive Measures to the Complainant regardless of whether the Complainant elects to make a Complaint.

Contemporaneously with the Respondent being notified of a Complaint, the Title IX Coordinator will notify the Respondent of the availability of Supportive Measures for the Respondent, and the University will offer and make available Supportive Measures to the Respondent in the same manner in which it offers and makes them available to the Complainant. The University will also offer and make available Supportive Measures to the Respondent prior to the Respondent being notified of a Complaint, if the Respondent requests such measures.

Supportive Measures that burden a Respondent will only be imposed after a Complaint is made and will be terminated at the conclusion of the investigation and adjudication process. Supportive Measures that burden a Respondent must be no more restrictive of the Respondent than is necessary to restore or preserve the Complainant’s access to the University’s Education Programs or Activities and will not be imposed for punitive or disciplinary reasons.

For Supportive Measures, other than those that burden a Respondent, the University may, as appropriate, modify or terminate such Supportive Measures at the conclusion of the investigation and adjudication process or at the conclusion of any informal resolution process, or the University may continue them beyond that point.

Either party may request that the Title IX Coordinator modify, augment, or terminate Supportive Measures, after their imposition, if circumstances have changed materially.

If a party affected by Supportive Measures qualifies as a person with a disability under applicable law, the Title IX Coordinator may consult, as appropriate, with the individual or office at the University designated to provide support to persons with disabilities to ensure that the University complies with relevant disability law in the implementation of Supportive Measures.

Supportive Measures are confidential and will not be disclosed to persons other than the party to whom the Supportive Measure pertains unless wider disclosure is necessary to provide the Supportive Measure. The University may inform a party of Supportive Measures provided to or imposed on the other party only if necessary to restore or preserve that party's access to the University's Education Programs or Activities.

B. Right to Challenge Supportive Measure Decisions

If a party is affected by the Title IX Coordinator's decision to provide, deny, modify, augment, or terminate Supportive Measures, and wishes to seek a modification or reversal of the decision, the party may appeal the matter to the University's Appellate Board. Such an appeal must be made in writing and generally must be made within seven (7) days of the date the party is notified of the decision that the party wishes to appeal, provided, however, that the Appellate Board may hear appeals made outside the seven (7) day window for good cause shown, after considering all the facts and circumstances. If the Supportive Measures at issue in an appeal are ones that may affect the other party, the Vice President for Student Affairs on behalf of the Appellate Board will notify the potentially affected party and allow that party to submit a written response, prior to deciding the appeal. The decision of the Appellate Board is final and not subject to further review.

If a Supportive Measure burdens the Respondent, the Respondent will be given an opportunity to appeal the imposition of the Supportive Measure prior to the Supportive Measure taking effect unless such pre-imposition appeal is impractical, in which case the Respondent will be given an opportunity to appeal as soon as possible after the Supportive Measure has taken effect.

IX. INTERIM REMOVAL

At any time after receiving a report of Sex Discrimination, the Title IX Coordinator may remove a Student Respondent from one or more of the University's Education Programs or Activities on a temporary basis if an individualized safety and risk analysis determines that an immediate threat to the health or safety of any Student or other individual arising from the allegations of Sex Discrimination justifies removal. In the event the Title IX Coordinator imposes an interim removal, the interim removal is subject to appeal pursuant to the appeal procedure specified in "Right to Challenge Supportive Measure Decisions."

In the case of a Respondent who is a non-student Employee (e.g., administrator, faculty, or staff), and in its discretion, the University may place the Respondent on full or partial administrative leave at any time after receiving a report of Sex Discrimination, including during the pendency of the investigation and adjudication process (see "Investigation" and "Adjudication").

For all other Respondents, including volunteers, guests, and independent contractors, the University retains broad discretion to prohibit such persons from entering onto its campus and other properties at any time, and for any reason, whether after receiving a report of Sex Discrimination or otherwise.

X. MAKING A COMPLAINT

A person may make a Complaint with the Title IX Coordinator requesting that the University investigate and adjudicate Sex Discrimination in accordance with the provisions “Investigation” and “Adjudication.” Provided, however, that the person must (1) meet the definition of Complainant; (2) be a person who has the legal right to act on a Complainant’s behalf; (3) be the Title IX Coordinator; or (4) with respect to Complaints of Sex Discrimination other than Sex-Based Harassment, be a Student or Employee or a third-party who is participating or attempting to participate in the University’s Education Programs or Activities when the alleged Sex Discrimination occurred.

Complaints may be made to the Title IX Coordinator in person, by regular mail, or by email using the contact information specified in “Reporting Sex Discrimination.”

In deference to the agency of alleged victims of Sex Discrimination, the Title IX Coordinator will exercise the authority to make a Complaint only after careful consideration of multiple factors suggests there is an immediate and serious threat to the health or safety of the Complainant or other person or where not making a Complaint would prevent the University from maintaining a non-discriminatory environment. Such factors to be considered include: (1) the Complainant’s request not to proceed with initiation of a complaint; (2) the Complainant’s reasonable safety concerns regarding initiation of a Complaint; (3) the risk of additional Sex Discrimination; (4) the severity of the alleged Sex Discrimination, including whether the discrimination, if established, would require the removal of the Respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence; (5) the age and relationship of the parties involved; (6) whether the alleged perpetrator is an Employee; (7) the scope of the alleged Sex Discrimination, including information suggesting a pattern, ongoing Sex Discrimination, or Sex Discrimination alleged to have impacted multiple individuals; (8) the availability of evidence; and (9) whether the University could end the alleged Sex Discrimination and prevent its recurrence without initiating the investigation and adjudication procedures.

If the Title IX Coordinator makes a Complaint, the Title IX Coordinator will notify the Complainant prior to doing so and appropriately address reasonable concerns about the Complainant’s safety or the safety of others, including by providing Supportive Measures.

If the Complainant or the Title IX Coordinator makes a Complaint, the University will commence an investigation as specified in “Investigation” and proceed to adjudicate the matter as specified in “Adjudication,” below. In all cases where a Complaint is made, the Complainant will be treated as a party, irrespective of the party’s level of participation.

In a case where the Title IX Coordinator makes a Complaint, the Title IX Coordinator will not act as a Complainant or otherwise as a party for purposes of the investigation and adjudication processes.

If the Title IX Coordinator elects not to make a Complaint, and no other person makes a Complaint, the Title IX Coordinator will still evaluate the need for and, if appropriate, implement other prompt and effective steps to ensure that Sex Discrimination does not continue or recur in the University’s Education Programs or Activities and to remedy its effects, if any.

XI. CONSOLIDATION OF COMPLAINTS

The University may consolidate Complaints as to allegations of Sex Discrimination against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party

against the other party, where the allegations of Sex Discrimination arise out of the same facts or circumstances. Where the investigation and adjudication processes involve more than one Complainant or more than one Respondent, references in this Policy to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable. A Complaint of Retaliation may be consolidated with a Complaint of Sex Discrimination.

XII. DISMISSAL OF COMPLAINT

Any time after a Complaint is made, the Title IX Coordinator may dismiss it for any of the following reasons:

- The University is unable to identify the Respondent after taking reasonable steps to do so.
- The Respondent is not participating in the University’s Education Programs or Activities and is not employed by the University.
- The Complainant voluntarily withdraws any or all of the allegations in the Complaint, in writing, and the Title IX Coordinator determines that without the withdrawn allegations, the conduct that remains part of the Complaint, if any, would not constitute Sex Discrimination even if proven.
- After first taking reasonable efforts to clarify the allegations, the Title IX Coordinator determines that the conduct alleged in the Complaint, even if proven, would not constitute Sex Discrimination.

Upon dismissal, the Title IX Coordinator must promptly notify the Complainant of the dismissal and its basis, in writing. If the dismissal occurs after the Respondent has been notified of the Complaint, the Title IX Coordinator must also simultaneously notify the Respondent of the dismissal and its basis, in writing. The written notice to the Complainant and/or the Respondent, as applicable must advise the party of their right to appeal the dismissal pursuant to the procedures specified in “Appeal.”

Even when a Complaint is dismissed, the Complainant and, as applicable, the Respondent, are still eligible for Supportive Measures as set forth in “Supportive Measures,” and the Title IX Coordinator shall evaluate whether to take other prompt and effective steps to ensure that Sex Discrimination does not continue in the University’s Education Programs or Activities.

XIII. NOTICE OF COMPLAINT

Within five (5) days of the Title IX Coordinator receiving a Complaint, the Title IX Coordinator will transmit a written notice to the Complainant and Respondent that includes:

- A full copy of this Policy, whether in physical or electronic form.
- Sufficient information available at the time to allow the parties to respond to the allegations. Sufficient information includes the identities of the parties involved in the incident, the conduct alleged to constitute Sex Discrimination, and the date and location of the alleged incident, to the extent that information is available to the University.
- A statement that the Respondent is presumed not responsible for the alleged Sex Discrimination until an adjudication of responsibility is made final and that the parties will have an opportunity to present relevant evidence to a trained, impartial decisionmaker prior to such adjudication being made.

- A statement that the party is entitled to receive access to relevant evidence or to an investigative report that accurately summarizes the evidence; if the University provides the party with a summary of the relevant evidence, the parties will have an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party.
- Notification to the Complainant and Respondent of the University's prohibitions on Retaliation and false statements specified in "Bad Faith Complaints and False Information" and "Retaliation."
- If the case is one involving Sex-Based Harassment and a Student Complainant or Student Respondent, a statement that the party may be accompanied by an advisor of their choice, who may be an attorney, and who is permitted to fulfill the role described in "Advisor of Choice."

If there are legitimate concerns for the safety of any person because of providing the written notice of Complaint, providing such written notice may be reasonably delayed to address the safety concern appropriately. Safety concerns that would justify delay of providing the written notice must be based on an individualized safety and risk analysis and not mere speculation or stereotypes. In any event, the written notice of Complaint will be provided to a party sufficiently in advance of their initial investigative interview such that the party has sufficient time to prepare.

Should the University elect, at any point, to investigate allegations that are materially beyond the scope of the initial written notice, the University will provide a supplemental written notice describing the additional allegations to be investigated.

XIV. INVESTIGATION

A. Commencement and Timing

After the written notice of a Complaint is transmitted to the parties, the Title IX Coordinator, or an investigator selected by the Title IX Coordinator, will undertake an investigation to gather evidence relevant to the alleged Sex Discrimination, including inculpatory and exculpatory evidence. The burden of gathering evidence sufficient to reach a determination in the adjudication lies with the University and not with the parties. Although the length of each investigation may vary depending on the totality of the circumstances, the University strives to complete each investigation within thirty (30) to forty-five (45) days of the transmittal of the written notice of the Complaint.

B. Fair Notice and Equal Opportunity

During the investigation, the investigator will provide advance written notice to a party of the date, time, location, participants, and purpose of all meetings and investigative interviews pertaining to that party, with sufficient time for the party to prepare to participate. The investigator will provide an equal opportunity for the parties to be interviewed, to identify witnesses (including fact and expert witnesses), and to present other inculpatory and exculpatory evidence.

Notwithstanding the foregoing, the investigator retains discretion to limit the number of witness interviews the investigator conducts if the investigator finds that testimony would be unreasonably cumulative, if the witnesses are offered solely as character references and do not have information relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible under "Inadmissible Evidence and Impermissible Questioning." The investigator will not restrict the ability of the parties to gather and present relevant evidence on their own.

The investigation is a party's opportunity to present testimonial and other evidence that the party believes is Relevant to the allegations in the Complaint. A party who is aware of and has a reasonable opportunity to present particular evidence and/or identify particular witnesses during the investigation, and elects not to, will be prohibited from introducing any such evidence during the adjudication absent a showing of mistake, inadvertence, surprise, or excusable neglect.

C. Documentation of Investigation

The investigator will take reasonable steps to ensure the investigation is documented. Interviews of the parties and witnesses may be documented by the investigator's notes, audio recorded, video recorded, or transcribed. The particular method utilized to record the interviews of parties and witnesses will be determined by the investigator in the investigator's sole discretion, although whatever method is chosen shall be used consistently throughout a particular investigation, to the extent possible.

XV. ADJUDICATION PROCESSES

A. General Adjudication Process

1. Scope

This general adjudication process applies to all Complaints of Sex Discrimination except those involving Sex-Based Harassment with a Student Complainant or Student Respondent.

2. Preparation of the Investigation Report, Appointment of the Adjudicator, and Notification to the Parties

After the evidence gathering phase of the investigation is completed, the investigator will prepare a written investigation report that summarizes the investigation and append to it all the potentially admissible evidence that is relevant to the allegations in the Complaint, including both inculpatory and exculpatory evidence. The investigator will then notify the Title IX Coordinator that the investigation is complete and transmit the investigation report and its appended evidence to the Title IX Coordinator and to the parties.

The Title IX Coordinator will then appoint an adjudicator whose responsibility it will be to adjudicate the Complaint. Within three (3) days of being notified about the adjudicator's identity, either party may raise concerns, if any, about bias or conflict of interest to the Title IX Coordinator or, if the concerns relate to the Title IX Coordinator as adjudicator, to the Title IX Coordinator. The adjudicator may be the investigator or the Title IX Coordinator themselves. The investigation report and its appended evidence will be transmitted to the adjudicator.

The adjudicator will promptly send written notice to the parties notifying the parties of the adjudicator's appointment; setting a deadline for the parties to submit a written response to the investigation report and its appended evidence which shall not be sooner than seven (7) days from the date the investigator transmitted the investigation report; and setting a date and time for each party to meet with the adjudicator separately. The adjudicator's meetings with the parties will not be held any earlier than ten (10) days from the date the investigator transmitted the investigation report to the parties.

3. Response to the Investigation Report

A party's written response to the investigation report must include:

- To the extent the party wishes to respond to any aspect of the investigation report or evidence, any such response.

- A statement as to whether the party contends the credibility of the other party or any witness is in dispute; if so, how such credibility dispute is relevant in evaluating any of the allegations in the Complaint; and what questions the party contends should be asked to the party or witness to test credibility.
- Any argument that a particular piece or class of evidence should be categorically excluded from consideration at the hearing based on any one or more of the standards specified in “Inadmissible Evidence and Impermissible Questioning.”
- Argument regarding whether any of the allegations in the Complaint are supported by a preponderance of the evidence.
- Argument regarding whether any of the allegations in the Complaint constitute Sex Discrimination.

While the party may receive assistance in preparing the written response, the written response must be submitted and signed by the party themselves or someone with legal authority to act on their behalf.

4. Meetings with Parties and Witnesses

After reviewing the parties’ written responses to the investigation report, the adjudicator will meet separately with each party to ask questions concerning the party’s written response, the investigation report, and/or the evidence collected during the investigation, including questions that may bear on credibility. The adjudicator may also meet with specific witnesses whose credibility is in dispute, and whose testimony is potentially relevant in evaluating any allegations in the Complaint, to pose questions that may bear on credibility.

5. Deliberation and Determination

After meeting with each party and any witnesses whose credibility is in dispute, the adjudicator will objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence and ensure that any credibility determinations made are not based on a person’s status as a Complainant, Respondent, or witness. The adjudicator will take care to exclude from consideration any evidence that the adjudicator determines is inadmissible on the grounds explained in “Inadmissible Evidence and Impermissible Questioning.” The adjudicator will resolve disputed facts using a preponderance of the evidence (that is, “more likely than not”) standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the Policy as alleged in the Complaint.

In the event the adjudicator determines that the Respondent is responsible for violating this Policy, the adjudicator will, prior to issuing a written decision, consult with an appropriate University official with disciplinary authority over the Respondent and such official will determine any discipline to be imposed. The adjudicator will also, prior to issuing a written decision, consult with the Title IX Coordinator who will determine whether and to what extent ongoing support measures or other remedies will be provided to the Complainant and other persons, as appropriate. The adjudicator may seek legal advice from the University’s in-house or outside counsel.

6. Written Decision

After reaching a determination and consulting with the appropriate University official and Title IX Coordinator, as necessary, the adjudicator will prepare a written decision that will include:

- A description of the alleged Sex Discrimination.

- Information about the policies and procedures the University used to evaluate the allegations.
- The adjudicator’s evaluation of all relevant evidence and determination of whether Sex Discrimination occurred.
- When the adjudicator finds that Sex Discrimination occurred, discipline determined by the appropriate University official.
- Whether the Complainant, Respondent, or, to the extent appropriate, other persons, will receive any ongoing Supportive Measures or other remedies as determined by the Title IX Coordinator.
- A description of the University’s process and grounds for appeal, as specified in “Appeal.”

The adjudicator will transmit the written decision to the Title IX Coordinator and the parties. Content in the written decision regarding ongoing Supportive Measures and other remedies for the Complainant, if applicable, may be redacted from the version of the written report shared with the Respondent, to the extent necessary to comply with this Policy and FERPA. Transmittal of the written decision to the parties concludes the adjudication process, subject to any right of appeal as specified in “Appeal.” Any discipline imposed will be stayed pending the completion of any appeal.

Although the length of time needed to issue the written decision will vary depending on the totality of the circumstances, the University strives to issue the adjudicator’s written decision within thirty (30) days of the adjudicator’s appointment.

B. Adjudication Process For Sex-Based Harassment Complaints Involving a Student Complainant or Student Respondent

1. Scope

This special adjudication process applies to any case involving Sex-Based Harassment with a Student Complainant or Student Respondent.

2. Preparation of the Investigation Report, Appointment of the Adjudicator, and Notification to the Parties

After the evidence gathering phase of the investigation is completed, the investigator will prepare a written investigation report that summarizes the investigation and appends to it all the potentially admissible evidence that is relevant to the allegations in the Complaint, including both inculpatory and exculpatory evidence. The investigator will then notify the Title IX Coordinator that the investigation is complete and transmit the investigation report and its appended evidence to the Title IX Coordinator and to the parties and their advisors.

The Title IX Coordinator will then appoint an adjudicator whose responsibility it will be to adjudicate the Complaint at a live hearing. Within three (3) days of being notified about the adjudicator’s identity, either party may raise concerns, if any, about bias or conflict of interest to the Title IX Coordinator or, if the concerns relate to the Title IX Coordinator as adjudicator, to the Title IX Coordinator. The adjudicator may be the investigator or the Title IX Coordinator themselves. The investigation report and its appended evidence will be transmitted to the adjudicator.

The adjudicator will promptly send written notice to the parties notifying the parties of the adjudicator’s appointment, including a copy of the Hearing Procedures, setting a date for a pre-hearing conference which shall not be sooner than seven (7) days from the date the investigator transmitted the investigation report; directing the parties to submit a pre-hearing submission at least three (3) days

before the date of the pre-hearing conference; and setting a date for the hearing, which shall be at least three (3) days after the pre-hearing conference.

If a party does not have an advisor who will accompany the party at the hearing, the party should notify the Title IX Coordinator upon receipt of the written notice so that the University can provide an advisor to attend the Pre-Hearing Conference and conduct questioning as specified in “Hearing.”

3. Pre-hearing Submission

No later than three (3) days before the date of the pre-hearing conference, each party shall submit to the adjudicator a written pre-hearing submission that addresses the following:

- Any argument that particular evidence should be categorically excluded from consideration at the hearing based on the grounds set forth in “Inadmissible Evidence and Impermissible Questioning.”
- A list of any witnesses that the party contends should be requested to attend the hearing pursuant to an attendance notice issued by the adjudicator.
- A list of any witnesses that the party intends to bring to the hearing without an attendance notice issued by the adjudicator.
- A list of questions the party seeks to pose to the other party and any witnesses.
- Any other accommodations that the party seeks with respect to the pre-hearing conference and/or hearing.
- The name and contact information of the advisor who will accompany the party at the pre-hearing conference and hearing.

4. Prehearing Conference

After review of the parties’ pre-hearing submissions, the adjudicator will conduct a joint or separate pre-hearing conference(s) with the parties and their advisors. The pre-hearing conference will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the pre-hearing conference will be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology. If the adjudicator conducts separate pre-hearing conferences with each party and their advisor, a transcript of the pre-hearing conference will be prepared and maintained in the record. In the adjudicator’s discretion, the pre-hearing conference may be conducted with the adjudicator, the parties, the advisors, witnesses, and other necessary University personnel together in the same physical location.

During the pre-hearing conference, the adjudicator will discuss the Hearing Procedures with the parties; address matters raised in the parties’ pre-hearing submissions, as the adjudicator deems appropriate; discuss whether any stipulations may be made to expedite the hearing; discuss the witnesses the parties have requested be served with notices of attendance and/or witnesses the parties plan to bring to the hearing without a notice of attendance; and resolve any other matters that the adjudicator determines, in the adjudicator’s discretion, should be resolved before the hearing.

5. Issuances of Notices of Attendance

After the pre-hearing conference, the adjudicator will transmit notices of attendance to any University employee (including administrator, faculty, or staff) or student whose attendance is requested at the

hearing as a witness. The notice will advise the subject of the specified date and time of the hearing and advise the subject to contact the adjudicator immediately if there is a material and unavoidable conflict.

The subject of an attendance notice should notify any manager, faculty member, coach, or other supervisor, as necessary, if attendance at the hearing will conflict with job duties, classes, or other obligations. All such managers, faculty members, coaches, and other supervisors are required to excuse the subject of the obligation, or provide some other accommodation, so that the subject may attend the hearing as specified in the notice.

The University will not issue a notice of attendance to any witness who is not an employee or a student.

6. Hearing

After the pre-hearing conference, the adjudicator will convene and conduct a hearing pursuant to the University's Hearing Procedures. The hearing will be video and audio recorded. The audio recording or a transcript of the recording will be made available to the parties for inspection and review on reasonable notice, including for use in preparing any subsequent appeal.

The hearing will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the hearing will be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology. In the adjudicator's discretion, the hearing may be conducted with the adjudicator, the parties, the advisors, witnesses, and other necessary University personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

While the Hearing Procedures and rulings from the adjudicator will govern the particulars of the hearing, each hearing will include, at a minimum:

- Opportunity for each party to address the adjudicator directly and to respond to questions posed by the adjudicator.
- Opportunity for each party's advisor to ask directly, orally, and in real time, relevant questions, and follow up questions, of the other party and any witnesses, including questions that support or challenge credibility.
- Opportunity for each party to raise contemporaneous objections to testimonial or non-testimonial evidence and to have such objections ruled on by the adjudicator and a reason for the ruling provided.
- Opportunity for each party to submit evidence that the party did not present during the investigation due to mistake, inadvertence, surprise, or excusable neglect.
- Opportunity for each party to make a brief closing argument.

Except as otherwise permitted by the adjudicator, the hearing will be closed to all persons except the parties, their advisors, the investigator, the adjudicator, the Title IX Coordinator, and other necessary University personnel. With the exception of the investigator and the parties, witnesses will be sequestered until such time as their testimony is complete.

During the hearing, the parties and their advisors will have access to the investigation report and evidence that was appended to it.

While a party has the right to attend and participate in the hearing with an advisor, a party and/or advisor who materially and repeatedly violates the rules of the hearing in such a way as to be materially disruptive, may be barred from further participation and/or have their participation limited, as the case may be, in the discretion of the adjudicator.

Subject to the minimum requirements specified in this section (“Hearing”), the adjudicator will have sole discretion to determine the manner and particulars of any given hearing, including with respect to the length of the hearing, the order of the hearing, and questions of admissibility. The adjudicator will independently and contemporaneously screen questions to ensure they are clear, relevant, and not harassing, and will exclude questions and evidence that are inadmissible under “Inadmissible Evidence and Impermissible Questioning.” The adjudicator will give a party’s advisor an opportunity to clarify or revise a question that the adjudicator has determined is unclear or harassing and, if the advisor sufficiently clarifies or revises the question, the question will be permitted. The adjudicator will resolve any other contemporaneous objections raised by the parties and will explain the rationale for any evidentiary rulings, including any decision that a question or evidence is not relevant.

The hearing is not a formal judicial proceeding and strict rules of evidence do not apply. The adjudicator will have discretion to modify the Hearing Procedures, when good cause exists to do so, and provided the minimal requirements specified in this section (“Hearing”) are met.

7. Subjection to Questioning

In the event a party or witness who was interviewed during the investigation declines to attend the hearing, or attends the hearing but does not respond to questions that have been deemed relevant and not impermissible, the adjudicator may consider the individual’s statements, although the adjudicator must consider whether the individual’s failure to attend and/or respond to questions about their credibility should affect the weight to be given to such statement. The adjudicator may choose to place less or no weight upon the individual’s prior statements, provided that the adjudicator may not draw an inference about whether Sex-Based Harassment occurred based solely on a party’s or witness’ refusal to respond to questions.

8. Deliberation and Written Decision

After the hearing is complete, the adjudicator will objectively evaluate all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing, and ensure that any credibility determinations made are not based on a person’s status as a Complainant, Respondent, or witness. The adjudicator will take care to exclude from consideration any evidence that was ruled inadmissible at the pre-hearing conference, during the hearing, or by operation of “Subjection to Questioning.” The adjudicator will resolve disputed facts using a preponderance of the evidence (that is, “more likely than not”) standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the Policy as alleged in the Complaint.

9. Discipline and Remedies

In the event the adjudicator determines that the Respondent is responsible for violating this Policy, the adjudicator will, prior to issuing a written decision, consult with the Title IX Coordinator who will consult with an appropriate University official with disciplinary authority over the Respondent and who will determine any discipline to be imposed. The adjudicator will also, prior to issuing a written decision, consult with the Title IX Coordinator who will determine whether and to what extent ongoing support measures or other remedies will be provided to the Complainant and other persons, as appropriate.

10. Written Decision

After reaching a determination and consulting with the appropriate University official and Title IX Coordinator as required by "Discipline and Remedies," the adjudicator will prepare a written decision that will include:

- A description of the alleged Sex-Based Harassment.
- Information about the policies and procedures the University used to evaluate the allegations.
- The adjudicator's evaluation of all relevant evidence and determination of whether Sex-Based Harassment occurred.
- When the adjudicator finds that Sex-Based Harassment occurred, discipline determined by the appropriate University official.
- Whether the Complainant, Respondent, or to the extent appropriate, other persons, will receive any ongoing Supportive Measures or other remedies as determined by the Title IX Coordinator.
- A description of the University's process and grounds for appeal, as specified in "Appeal."

The adjudicator's written determination will be transmitted to the parties. Transmittal of the written determination to the parties concludes the hearing process, subject to any right of appeal as specified in "Appeal."

Although the length of each adjudication by hearing will vary depending on the totality of the circumstances, the University strives to issue the adjudicator's written determination within fourteen (14) days of the conclusion of the hearing.

XVI. APPEAL

Either party may appeal the written decision of an adjudication, or a dismissal of a Complaint, on one or more of the following grounds:

- A procedural irregularity that would change the determination of whether a Policy violation occurred.
- There is new evidence that would change the outcome of the matter and that was not reasonably available at the time the determination of whether the Policy was violated occurred or dismissal was made.
- The Title IX Coordinator, investigator, or adjudicator, as the case may be, had a conflict of interest or bias for or against complainants or respondents generally, or against the individual Complainant or Respondent, that would change the outcome.

No other grounds for appeal are permitted.

A party must file an appeal within seven (7) days of the date they receive notice the written decision or dismissal appealed from or, if the other party appeals, within three (3) days of receiving notice that the other party has appealed, whichever is later. The appeal must be submitted in writing to the Vice President of Student Affairs who will coordinate the hearing of the appeal with the Appellate Board. The appeal must specifically identify the written decision and/or dismissal appealed from, articulate

which one or more of the three grounds for appeal are being asserted, explain in detail why the appealing party believes the appeal should be granted, and articulate what specific relief the appealing party seeks.

Promptly upon receipt of an appeal, the appeal officer will conduct an initial evaluation to confirm that the appeal is timely filed and that it invokes at least one of the permitted grounds for appeal. If the appeal officer determines that the appeal is not timely, or that it fails to invoke a permitted ground for appeal, the appeal officer will dismiss the appeal and provide written notice of the same to the parties.

If the appeal officer confirms that the appeal is timely and invokes at least one permitted ground for appeal, the appeal officer will provide written notice to the other party that an appeal has been filed and that the other party may submit a written opposition to the appeal within seven (7) days. The appeal officer shall also promptly obtain from the Title IX Coordinator any records from the investigation and adjudication necessary to resolve the grounds raised in the appeal.

Upon receipt of any opposition, or after the time for submission of an opposition has passed without one being filed, the appeal officer will promptly decide the appeal and transmit a written decision to the parties that explains the outcome of the appeal and the rationale.

The determination of a Complaint, including any discipline, becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the appeal officer has resolved all appeals, either by dismissal or by transmittal of a written decision.

No further review beyond the appeal is permitted.

Although the length of each appeal will vary depending on the totality of the circumstances, the University strives to issue the appeal officer's written decision within twenty-one (21) days of an appeal being filed.

XVII. ADVISOR OF CHOICE AND OTHER ACCOMPANYING PERSONS

From the point a Complaint is made that involves Sex-Based Harassment and a Student Complainant or Student Respondent, and until an investigation, adjudication, and appeal are complete, the Complainant and Respondent in such a case will have the right to be accompanied by an advisor of their choice to all meetings, interviews, and hearings that are part of the investigation, adjudication, and appeal process. The advisor may be, but is not required to be, an attorney. The right to be accompanied by an advisor does not apply with regard to other Complaints of Sex Discrimination.

Except for the questioning of witnesses during the hearing specified in "Hearing," the advisor will play a passive role and is not permitted to communicate on behalf of a party, insist that communication flow through the advisor, or communicate with the University about the matter without the party being included in the communication. In the event a party's advisor of choice engages in material violation of the parameters specified in this section and "Hearing," the University may preclude the advisor from further participation, in which case the party may select a new advisor of their choice.

In the event a party is not able to secure an advisor to attend the hearing specified in "Hearing," the University will provide the party an advisor, without fee or charge, who will conduct questioning on behalf of the party at the hearing. The University will have sole discretion to select the advisor it provides. The advisor the University provides may be, but is not required to be, an attorney.

The University is not required to provide a party with an advisor in any circumstance except where the party does not have an advisor present at the hearing, and one is provided to conduct questioning on behalf of the party. For this reason, the University may prohibit its employees from serving as advisors

where such service would interfere with the employee's work or other obligations to the University or where such employee's service would create a conflict of interest.

As a general matter, the advisor described in this section is the only person who may accompany a party to meetings, interviews, and hearings. To the extent the University deviates from this rule and allows a party to be accompanied by one or more persons in addition to an advisor, the same right shall be extended to the other party.

XVIII. INADMISSIBLE EVIDENCE AND IMPERMISSIBLE QUESTIONING

During the investigation and adjudication processes, questioning and evidence of the following subject matters are inadmissible and impermissible:

- Evidence that is protected under a privilege as recognized by federal, state, or local law, or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality.
- A party's records that are maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party, unless the University obtains that party's voluntary, written consent for use in the University's investigation and adjudication process.
- The Complainant's sexual interests or prior sexual conduct unless such questions and/or evidence is offered to prove that someone other than the Respondent committed the alleged conduct or is offered to prove consent with evidence concerning specific incidents of the Complainant's prior sexual conduct with the Respondent. The fact of prior consensual sexual conduct between the Complainant and Respondent does not demonstrate or imply the Complainant's consent to the alleged Sex Discrimination or preclude a determination that Sex Discrimination occurred.

XIX. INFORMAL RESOLUTION

At any time after the University receives a Report or Complaint of Sex Discrimination as specified in "Notice of Complaint," and before the completion of any appeal specified in "Appeal," the parties may voluntarily consent, with the Title IX Coordinator's approval, to engage in mediation, facilitated resolution, or other form of dispute resolution the goal of which is to enter into a final resolution resolving the allegations raised in the Complaint by agreement of the parties. The Title IX Coordinator may reject the use of informal resolution in a specific case despite one or more of the parties' wishes. Informal resolution will not be permitted in any case where informal resolution would otherwise conflict with federal, state, or local law.

The specific manner of any informal resolution process will be determined by the parties and the Title IX Coordinator, in consultation together. Prior to commencing the informal resolution process agreed upon, the Title IX Coordinator will transmit a written notice to the parties that:

- Describes the allegations if such notice has not already been provided in writing.
- Describes the parameters and requirements of the informal resolution process to be utilized.
- Identifies the individual responsible for facilitating the informal resolution (who may be the Title IX Coordinator, another University official, or a suitable third-party, provided such person is not the investigator or adjudicator).

- Explains the effect of participating in informal resolution and/or reaching a final resolution will have on a party's ability to resume the investigation and adjudication of the allegations at issue in the Complaint.
- Explains that either party has the right to withdraw from informal resolution and initiate or resume the investigation and adjudication process.
- Explains any other consequence resulting from participation in the informal resolution process, including a description of records that will be generated, maintained, and/or shared.
- Explains potential terms that may be requested or offered in the informal resolution, including restrictions on contact and restrictions on the Respondent's participation in one or more of the University's Education Programs or Activities.
- Explains that an informal resolution agreement is binding only on the parties.
- Describes which records will be maintained and shared.
- Explains if the University resumes its investigation and adjudication process, the University will not access, consider, disclose, or otherwise use information, including records, obtained solely through the informal resolution process as part of the investigation or determination of the Complaint.
- Explains that, if the University resumes its investigation and adjudication process, the person facilitating informal resolution could serve as a witness for purposes other than providing information obtained solely through the informal resolution process.

After receiving the written notice specified in this paragraph, each party must voluntarily provide written consent to the Title IX Coordinator, before the informal resolution may commence.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended.

If the parties reach a resolution through the informal resolution process, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, the Title IX Coordinator will reduce the terms of the agreed resolution to writing and present the resolution to the parties for their written signature. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final, and the allegations addressed by the resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the University, except as otherwise provided in the resolution itself, absent a showing that a party induced the resolution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or to the University.

A party may withdraw their consent to participate in informal resolution at any time before a resolution has been finalized.

Absent extension by the Title IX Coordinator, any informal resolution process must be completed within twenty-one (21) days. If an informal resolution process does not result in a resolution within twenty-one (21) days, and absent an extension, abeyance, or other contrary ruling by the Title IX Coordinator, the informal resolution process will be deemed terminated, and the Complaint will be resolved pursuant to the investigation and adjudication procedures. The Title IX Coordinator may adjust any time periods or deadlines in the investigation and/or adjudication process that were suspended due to the informal resolution.

Nothing in this section diminishes the Title IX Coordinator's obligation to take prompt and effective steps when necessary to ensure that Sex Discrimination does not continue or recur within the University's Education Programs or Activities.

XX. PRESUMPTION OF NON-RESPONSIBILITY

From the time a Report or Complaint is made, a Respondent is presumed not responsible for the alleged Sex Discrimination until an adjudication of responsibility is made final.

XXI. RESOURCES

Any individual affected by or accused of Sex Discrimination will have equal access to support and counseling services offered through the University. The University encourages any individual who has questions or concerns to seek support of University identified resources. A list of University identified resources is located [here](#).

XXII. CONFLICTS OF INTEREST, BIAS, AND PROCEDURAL COMPLAINTS

The Title IX Coordinator, investigator, adjudicator, appeals officer, informal resolution facilitator, and other officials implementing this Policy will be free of any material conflicts of interest or material bias. Any party who believes one or more of these University officials has a material conflict of interest or material bias must raise the concern promptly so that the University may evaluate the concern and find a substitute, if appropriate. The failure of a party to timely raise a concern of a conflict of interest or bias may result in a waiver of the issue for purposes of any appeal specified in "Appeal," or otherwise.

XXIII. OBJECTIONS GENERALLY

Parties are expected to raise any objections, concerns, or complaints about the investigation, adjudication, and appeals process in a prompt and timely manner so that the University may evaluate the matter and address it, if appropriate.

XXIV. CONSTITUTIONAL RIGHTS AND ACADEMIC FREEDOM

The University will construe and apply this Policy consistent with the U.S. Constitution and the University's principles of academic freedom. In no case will a Respondent be found to have violated this Policy based on conduct that is protected by the U.S. Constitution and/or principles of academic freedom.

XXV. RELATIONSHIP WITH CRIMINAL PROCESS

This Policy sets forth the University's processes for responding to Reports and Complaints of Sex Discrimination. The University's processes are separate, distinct, and independent of any criminal processes. While the University may temporarily delay its processes under this Policy to avoid interfering with law enforcement efforts if requested by law enforcement, the University will otherwise apply this Policy and its processes without regard to the status or outcome of any criminal process.

XXVI. RELATIONSHIP WITH OTHER LEGAL PROCESS

In some cases, allegations of Sex Discrimination under this Policy may be the subject of parallel civil lawsuits, administrative complaints, or regulatory processes under federal, state, or local law. The pendency of such parallel litigation may necessitate a delay or modification of the processes set forth in this Policy, especially where the processes in this Policy might interfere with the authority of a court or regulatory body with jurisdiction over such parallel litigation, violate rules or orders governing such parallel litigation, violate the rights of a party in such parallel litigation, or create a conflict of interest for

the University itself. In such instances, the University retains discretion to pause, modify, or terminate proceedings under this Policy.

XXVII. RECORDINGS

Wherever this Policy specifies that an audio or video recording will be made, the recording will be made only by the University and is considered property of the University, subject to any right of access that a party may have under this Policy, FERPA, and other applicable federal, state, or local laws. Only the University is permitted to make audio or video recordings under this Policy. The surreptitious recording of any meeting, interview, hearing, or other interaction contemplated under this Policy is strictly prohibited.

XXVIII. VOLUNTEERS, VENDORS, CONTRACTORS AND THIRD PARTIES

The University does business with various volunteers, vendors, contractors, and other third-parties who are not Students or Employees of the University. Notwithstanding any rights that a given volunteer, vendor, contractor, or third-party Respondent may have under this Policy, the University retains its right to limit any volunteer, vendor, contractor, or third-party's access to campus for any reason. And the University retains all rights it enjoys by contract or law to terminate its relationship with any volunteer, vendor, contractor, or third-party irrespective of any process or outcome under this Policy.

XXIX. BAD FAITH COMPLAINTS AND FALSE INFORMATION

It is a violation of this Policy for any person to submit, or to aid or abet another to submit, a Report or Complaint that the person knows, at the time the Report or Complaint is submitted, to be false or frivolous. It is also a violation of this Policy for any person to knowingly make, or to aid or abet another to make, a materially false statement during the course of an investigation, adjudication, or appeal under this Policy, although a party, witness, or other person who knowingly makes a materially false statement will not be punished based solely on the University's determination of whether Sex Discrimination occurred. Violations of this section are not subject to the investigation and adjudication processes in this Policy; instead, they will be addressed under the Student Code of Conduct in the case of students and other University policies and standards, as applicable, for other persons.

XXX. RETALIATION

It is a violation of this policy to engage in Retaliation. Reports and Complaints of Retaliation may be made in the manner specified in "Reporting Sex Discrimination," and "Making a Complaint." Any Report or Complaint of Retaliation will be processed under this Policy in the same manner as a Report or Complaint of Sex Discrimination, as the case may be. The University retains discretion to consolidate a Complaint of Retaliation with a Complaint of Sex Discrimination for investigation and/or adjudication purposes if the two Complaints share a common nexus.

XXXI. CONFIDENTIALITY

The University will keep confidential the identity of any individual who has made a Report or Complaint of Sex Discrimination or Retaliation including any Complainant, the identity of any individual who has been reported to be a perpetrator of Sex Discrimination or Retaliation including any Respondent, and the identity of any witness or other participant in the University's investigation and adjudication processes except:

- When the individual has provided prior written consent to disclose their identity.
- When disclosure is permitted by FERPA or its implementing regulations.

- As otherwise required by applicable federal, state, or local law;
- As required by Federal regulations or the terms and conditions of a Federal award, including a grant award or other funding agreement; or
- As necessary to carry out the purposes of Title IX and its implementing regulations, including the requirement to take action to address potential Sex Discrimination under the University's Education Programs or Activities.

The University will also maintain the confidentiality of its various records generated in response to Reports and Complaints, including, but not limited to, information concerning Supportive Measures, notices, investigation materials, adjudication records, and appeal records. Notwithstanding the foregoing, the University may disclose any record if permitted by FERPA or its implementing regulations, as otherwise required by applicable federal, state, or local law, or as necessary to carry out the purposes of Title IX and its implementing regulations, including the requirement to address potential Sex Discrimination under the University's Education Programs or Activities.

Further, notwithstanding the University's general obligation to maintain confidentiality as specified herein, the parties to a Complaint will be given access to investigation and adjudication materials in the circumstances specified in this Policy. Such investigation and adjudication materials, including the investigation report and appended evidence, and the written decision, are for the sole use of the party (and, if the party is entitled to one, an advisor) in the proceedings contemplated by this Policy; such materials may not be disseminated to third parties or otherwise published. If a party violates the confidentiality rules governing investigation and adjudication materials, the party is subject to disciplinary action under the Student Code of Conduct in the case of a student, and other University policies and standards, as applicable, for other persons.

While the University will maintain confidentiality specified in this section, the University will not limit the ability of the parties to discuss the allegations at issue in a particular case. Parties are advised, however, that the manner in which they communicate about, or discuss a particular case, may constitute Sex Discrimination or Retaliation in certain circumstances and be subject to discipline pursuant to the processes specified in this Policy.

Certain types of Sex Discrimination are considered crimes for which the University must disclose crime statistics in its Annual Security Report that is provided to the campus community and available to the public. These disclosures will be made without including personally identifying information.

XXXII. OTHER VIOLATIONS OF THIS POLICY

Alleged violations of this Policy, other than violations of the prohibitions on Sex Discrimination and Retaliation, will be subject to review and resolution under the Student Code of Conduct for Students, and other University policies and standards, as applicable, for other persons.

XXXIII. AMNESTY

The University recognizes that Students who have consumed or possessed alcohol when they are not 21 years of age or who have used or possessed illegal drugs may be hesitant to report Sex-Based Harassment against them or others. Therefore, the University will not take disciplinary action under its alcohol or drug policies against a student who discloses illegal alcohol or illegal drug use or possession in the context of reporting Sex-Based Harassment directed against them or another person. However, the University reserves the right to require counseling, education, or other preventative measures to help prevent alcohol or drug use or possession violations in the future. The University's commitment to amnesty in these situations does not prevent action by police or other legal authorities against an

individual. Amnesty does not extend to violations of alcohol or drug policies that pertain to distribution of such substances to other persons.

XXXIV. SIGNATURES AND FORM OF CONSENT

For purposes of this Policy, either a physical signature or digital signature will be sufficient to satisfy any obligation that a document be signed. Where this Policy provides that written consent must be provided, consent in either physical or electronic form, containing a physical or digital signature, as the case may be, will suffice.

XXXV. DEADLINES, TIME, NOTICES, AND METHOD OF TRANSMITTAL

Where this Policy specifies a period of days by which some act must be performed, the following method of calculation applies:

- Exclude the day of the event that triggers the period.
- Count every day, including intermediate Saturdays, Sundays, and legal holidays recognized by the federal government.
- Include the last day of the period until 5:00 p.m. central time, but if the last day is a Saturday, Sunday, or legal holiday recognized by the federal government, the period continues to run until 5:00 p.m. central time on the next day that is not a Saturday, Sunday, or legal holiday recognized by the federal government.

All deadlines and other time periods specified in this Policy are subject to modification by the University where, in the University's sole discretion, good cause exists. Good cause may include, but is not limited to, the unavailability of parties or witnesses; the complexities of a given case; extended holidays or closures; sickness of the investigator, adjudicator, or the parties; the need to consult with the University's legal counsel; unforeseen weather events; and the like.

Any party who wishes to seek an extension of any deadline or other time period may do so by filing a request with the investigator, adjudicator, appeals officer, or Title IX Coordinator, as the case may be, depending on the phase of the process. Such request must state the extension sought and explain what good cause exists for the requested extension. The University officer resolving the request for extension may, but is not required to, give the other party an opportunity to object. Whether to grant such a requested extension will be in the sole discretion of the University.

The parties will be provided written notice of the modification of any deadline or time period specified in this Policy, along with the reasons for the modification.

Where this Policy refers to notice being given to parties "simultaneously," notice will be deemed simultaneous if it is provided in relative proximity on the same day. It is not necessary that notice be provided at exactly the same hour and minute.

Unless otherwise specified in this Policy, the default method of transmission for all notices, reports, responses, and other forms of communication specified in this Policy will be email using University email addresses. If a party does not have a University email address, the party will be required to provide an email address to the Title IX Coordinator at the inception of a matter. A party may not insist or demand that the University communicate only through a party's representative, including an attorney.

A party is deemed to have received notice upon transmittal of an email to their University email address or, if they do not have a University email address, the email address they supply to the Title IX Coordinator at the inception of a matter.

If unforeseen circumstances necessitate notice be provided by U.S. mail, a party will be deemed to have received notice three (3) days after the notice in question is postmarked.

Any notice inviting or requiring a party or witness to attend a meeting, interview, or hearing will be provided with sufficient time for the party to prepare for the meeting, interview, or hearing as the case may be, and will include relevant details such as the date, time, location, purpose, and participants. Unless a specific number of days is specified elsewhere in this Policy, the sufficient time to be provided will be determined in the sole discretion of the University, considering all the facts and circumstances, including, but not limited to, the nature of the meeting, interview, or hearing; the nature and complexity of the allegations at issue; the schedules of relevant University officials; approaching holidays or closures; and the number and length of extensions already granted.

XXXVI. OTHER FORMS OF DISCRIMINATION

This policy applies only to Sex Discrimination. Complaints of other forms of protected-status discrimination, such as discrimination based on race, national origin, ethnicity, age, and disability, are governed by the Non-Discrimination and Non-Harassment Policy and Complaint Resolution Procedures.

XXXVII. FACTS AND DETERMINATIONS BINDING

If a Complaint is dismissed or proceeds to a written decision of adjudication, and after any such dismissal or written decision is final, the facts and determinations made by the University are binding on the parties and may not be relitigated, challenged, or otherwise collaterally attacked by the parties in any other University process or procedure. Additionally, a Complainant may not file successive Complaints under this Policy about the same incident or course of conduct, even if the Complainant alleges a new theory of Sex Discrimination arising from the same incident or course of conduct that was the subject of a prior written decision. Further, to the extent a complaint of Policy and Practice Discrimination has proceeded to a written decision, such written decision is binding on different Complainants with respect to the same Policy and Practice Discrimination, unless such different Complainant alleges materially different facts that could result in a different outcome.

XXXVIII. OUTSIDE APPOINTMENTS, DUAL APPOINTMENTS, AND DELEGATIONS

The University retains discretion to retain and appoint suitably qualified persons who are not University employees to fulfill any function of the University under this Policy, including, but not limited to, the Title IX Coordinator, investigator, adjudicator, informal resolution facilitator, and/or appeals officer.

The University also retains discretion to appoint two or more persons to jointly fulfill the role of investigator, adjudicator, informal resolution facilitator, and/or appeals officer.

The functions assigned to a given University official under this Policy, including but not limited to the functions assigned to the Title IX Coordinator, investigator, adjudicator, informal resolution facilitator, and appeals officer, may, in the University's discretion, be delegated by such University official to any suitably qualified individual and such delegation may be recalled by the University at any time.

XXXIX. DUAL STATUS PERSONS

Where an individual is both a Student and an Employee of the University, and to the extent the distinction between Student or Employee status is material for any standard, obligation, right, or process set forth in this Policy, the Title IX Coordinator will determine the individual's status for purposes of this Policy. Such determination shall be made after a fact-specific inquiry that includes consideration of relevant circumstances, including whether the individual's primary relationship to the University is to

receive an education or to work, and in what capacity the person was acting (or failing to act) with regard to the events in question.

XL. EXERCISE OF RIGHTS

The rights afforded to Complainants and Respondents throughout this Policy are personal to Complainants and Respondents and may not be exercised by a third-party unless the third-party has the legal right to act on the party's behalf. As a general rule, parents do not have the right to act on behalf of adult students and are not entitled to participate in the investigation and adjudication processes in this Policy unless they are acting in the role of an advisor as described in "Advisor of Choice and Other Accompanying Persons." If a Complaint alleges Policy and Practice Discrimination against the University itself, such that no individual person is a Respondent, the relevant department or unit whose policy or practice is at issue may appoint an individual to represent the department or unit's interest and to act as a nominal Respondent in such individual's official capacity on behalf of the department or unit at issue.

XLI. TRAINING

The University will ensure that all Employees, and University officials acting under this Policy, including but not limited to the Title IX Coordinator, investigators, adjudicators, informal resolution facilitators, University-provided advisors, and appeals officers receive training in compliance with Title IX and its implementing regulations and any other applicable federal, state, or local laws.

XLII. RECORDKEEPING

The University will retain those records specified in 34 C.F.R. § 106.8(f) for a period of seven years after which point in time they may be destroyed, or continue to be retained, in the University's sole discretion. Such materials will be made available for inspection and review only to the extent required by Title IX and its implementing regulations and/or other applicable federal, state, and/or local laws.

XLIII. CHANGES IN THE LAW

In the event a change in controlling law conflicts with some provision of this Policy, necessitates the modification of some provision of this Policy, or mandates the inclusion of new provisions not included, the University may immediately apply the Policy in a manner consistent with such controlling law, after providing written notice to the parties of the change in controlling law, even if the Policy has yet to be formally amended to address the change in controlling law.

XLIV. DEFINITIONS

Words used in this Policy will have those meanings defined herein and/or in Appendix 1 and if not defined herein or in Appendix 1 will be construed according to their plain and ordinary meaning.

XLV. DISCRETION IN APPLICATION

The University retains discretion to interpret and apply this Policy in a manner that is not clearly unreasonable, even if the University's interpretation or application differs from the interpretation of the parties.

Despite the University's reasonable efforts to anticipate all eventualities in drafting this Policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express language, in which case the University retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this Policy and the Hearing Procedures referenced in “Hearing” are **not contractual in nature**, whether in their own right, or as part of any other express or implied contract. Accordingly, the University retains discretion to revise this Policy and Policy revisions to an active case provided that doing so is not clearly unreasonable.

APPENDIX 1: DEFINITIONS

“Adverse Treatment Sex Discrimination” means material, adverse action taken against a person where the motivating factor for the action is Sex-Based except where such action is permitted by law. The adverse action need not be sexual in nature to constitute Adverse Treatment Sex Discrimination.

“Coercion” means the use of force, physical restraint, threats of harm, intimidation, misuse of authority, blackmail, or other unreasonable pressure.

“Complainant” means:

- A Student or Employee who is alleged to have been subjected to conduct that could be prohibited by this Policy; or
- A person other than a Student or Employee who is alleged to have been subjected to conduct that could be prohibited by this Policy and who was participating or attempting to participate in the University’s Education Programs or Activities when the alleged conduct occurred.

“Complaint” means an oral or written request to the University to initiate an investigation and adjudication of alleged Sex Discrimination pursuant to the procedures in this Policy.

“Confidential Employee” means an Employee of the University who is not required to report potential Sex Discrimination to the Title IX Coordinator because:

- The Employee’s communications are privileged or confidential under federal or state law (e.g., attorneys, doctors and certain other medical providers, psychologists, and counselors). The Employee’s status as confidential is limited to information received about Sex Discrimination while the Employee is functioning within the scope of their duties to which the privilege or confidentiality applies.
- The University has designated the Employee as a confidential resource for the purpose of providing services to persons in connection with Sex Discrimination—but if the Employee also has a role or duty not associated with providing these services, the Employee’s status as confidential is limited to information received about Sex Discrimination in connection with providing these services.
- The Employee is conducting a University approved human subjects research study designed to gather information about Sex Discrimination—but the Employee’s confidential status is limited to information received while conducting the study.

The University’s Wellness Center staff are designated as Confidential Employees.

“Consent” means affirmative words or affirmative actions that a reasonable person in the perspective of the Respondent would understand as agreement to engage in the conduct at issue. A person who is Incapacitated is not capable of giving Consent.

“Dating Violence” is violence committed by a person –

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship will be determined based on a consideration of the following factors:
 - The length of the relationship;

- The type of relationship; and
- The frequency of interaction between the persons involved in the relationship.

“Domestic Violence” is felony or misdemeanor crimes of violence committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the State of Missouri, or a person similarly situated to a spouse of the victim;
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or
- Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the State of Missouri.

“Employee” means a person who is paid wages to perform services for the University. Volunteers and independent contractors are not Employees.

“Education Programs or Activities” refers to:

- Activity occurring under any of the operations of the University in the United States, including, but not limited to, in-person and online educational instruction, admissions, employment, research activities, extracurricular activities, athletics, residence life, dining services, performances, and community engagement and outreach programs.
- Activity that occurs on campus or on other property owned or occupied by the University.
- Activity that occurs in a building owned or controlled by a student organization that is officially recognized by the University.
- Activity that is subject to the University’s disciplinary authority.

“FERPA” refers to the Family Educational Rights and Privacy Act, which is a federal law governing the confidentiality of a Student’s education records and a Student’s right to access, review, and seek amendment of education records.

“Hostile Environment Harassment” is unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person’s ability to participate in or benefit from the University’s Education Programs or Activities. Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of:

- The degree to which the conduct affected the person’s ability to access the University’s Education Programs or Activities.
- The type, frequency, and duration of the conduct.
- The parties’ ages, roles within the University’s Education Programs or Activities, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct.

- The location of the conduct and the context in which the conduct occurred.
- Other Sex-Based harassment in the University's Education Programs or Activities.

"Incapacitated" or "Incapacity" refers to the state where a person does not appreciate the nature or fact of sexual activity due to the effect of drugs or alcohol consumption, medical condition or disability, or due to a state of unconsciousness or sleep.

"Policy" refers to the University's Sex Discrimination and Sex-Based Harassment Policy.

"Policy or Practice Discrimination" means a University policy, practice, or condition that has the effect of excluding or limiting a person from participating in the University's Education Programs or Activities on a Sex-Based category or that results in inequitable access to the University's Education Programs or Activities on a Sex-Based category except where such action is permitted by law.

"Pregnancy or Related Conditions" means:

- Pregnancy, childbirth, termination of pregnancy, or lactation;
- Medical conditions related to pregnancy, childbirth, termination of pregnancy or lactation;
- Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or their related medical conditions.

"Quid Pro Quo Harassment" is an Employee, agent, or other person authorized to provide an aid, benefit, or service of the University explicitly or implicitly conditioning the provision of an aid, benefit, or service of the University on a person's participation in unwelcome sexual conduct.

"Relevant" means related to the allegations of Sex Discrimination that are subject to investigation and adjudication as set forth in this Policy. Questions are relevant when they seek evidence that may aid in showing whether the alleged Sex Discrimination occurred, and evidence is Relevant when it may aid an adjudicator in determining whether the alleged Sex Discrimination occurred.

"Report" means an oral or written notification of alleged Sex Discrimination.

"Respondent" means a person who is alleged to have engaged in conduct that could be prohibited by this Policy.

"Retaliation" is intimidation, threats, Coercion, or discrimination against any person by a Student, Employee, person authorized by the University to provide aid, benefit or service under the University's Education Programs or Activities, or the University itself, for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations, or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in any investigation, proceeding, or hearing under this Policy, or any other appropriate steps taken by the University in response to conduct prohibited by this Policy. Notwithstanding the foregoing, Retaliation does not include requiring an Employee or person authorized by the University to provide aid, benefit, or service under the University's Education Programs or Activities to participate as a witness in, or otherwise assist with, an investigation, proceeding, or hearing under this Policy. Retaliation includes initiating disciplinary process against a person for a violation of another University conduct standard that does not involve Sex Discrimination but arises out of the same facts and circumstances of a Complaint or information about potential Sex Discrimination, if initiating such other disciplinary process is done for the purpose of interfering with the exercise of any right or privilege of Title IX. Retaliation can be committed by a peer. Retaliation does not include any conduct that a party has a right to engage in under the U.S. Constitution.

“Sex-Based” means on the basis of:

- sex
- sex stereotypes
- sex characteristics
- pregnancy or related conditions
- sexual orientation
- gender identity.

“Sex Discrimination” is an omnibus term that includes Adverse Treatment Sex Discrimination, Policy or Practice Discrimination, and Sex-Based Harassment.

“Sexual Assault” consists of one or more of the following:

- Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, or by a sex-related object. This definition also includes instance in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (include due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent.
- Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is unable to give consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Missouri law.
- Sexual intercourse with a person who is under the statutory age of Consent as defined by Missouri law.

“Sex-Based Harassment” is a form of Sex Discrimination and consists of sexual and other Sex-Based harassment that constitutes Quid Pro Quo Harassment, Hostile Environment Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.

“Stalking” is engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for their safety or the safety of others; or
- Suffer substantial emotional distress.

“Student” means a person who has gained admission to the University, whether or not they have matriculated.

“Supportive Measures” are non-disciplinary, non-punitive individualized measures offered, as appropriate, as reasonably available, without unreasonably burdening a party, and without fee or charge to the Complainant or Respondent to (i) restore or preserve that party’s access to the

University's Education Programs or Activities, including measures that are designed to protect the safety of the parties or the University's educational environment, or (ii) provide support during the University's investigation and adjudication process under this Policy, including any informal resolution process. Examples of Supportive Measures that may be available depending on the facts of a particular matter include: counseling; extensions of deadlines and other course-related adjustments; campus escort services; increased security and monitoring for certain areas of campus; restrictions on contact between parties; leaves of absence; voluntary and involuntary changes to class, work, housing, or extracurricular or any other activity; and training and education.

“University Community” means all persons who participate in the University's Education Programs or Activities, including board members, administrators, faculty, staff, other Employees, Students, volunteers, guests, and contractors.



Pregnancy Modifications Policy

I. Policy Statement

The University is committed to providing all students and employees with the opportunity to pursue and attain their individual goals as it relates to the University's admissions, employment, and educational programs or activities. This commitment includes the University's students and employees who are pregnant, parenting, or experiencing pregnancy related conditions. The University prohibits differential treatment or discrimination against students and employees based on the student or employee's current, potential, or past parental, family, marital status, or pregnancy or related condition.

II. Definitions

"Pregnancy or related conditions" means:

- Pregnancy, childbirth, termination of pregnancy, or lactation;
- Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

"Parental Status" means a person who is a biological parent; adoptive parent; stepparent; foster parent; legal custodian or guardian; in loco parentis with respect to a person; or a person who is actively seeking custody, guardianship, visitation, or adoption of a person.

III. Student Pregnancy Disclosure

A student who is, or becomes, pregnant or has a related condition is strongly encouraged to notify the Title IX Coordinator as soon as possible. By doing so, the student and the Title IX Coordinator can collaborate and develop an appropriate plan for the continuation of the student's education in light of the unique nature of the University's programs and requirements, as well as particular challenges the student may face while pregnant or while experiencing a pregnancy related condition.

If a University employee is informed of a student's pregnancy or related condition by a student or a person who has a legal right to act on behalf of the student, the employee must provide the student or the student's representative with the Title IX Coordinator's contact information for further assistance.

Contact information for the University's Title IX Coordinator is as follows:

Dr. Stephanie Krauth
Assistant Vice President of Title IX and Equity
Administration Hall 305
800 University Drive
Maryville, MO 64468
660-562-1873

skrauth@nwmissouri.edu

The employee will also inform the student or the student's representative that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the University's education programs or activities. However, the choice to declare a student's pregnancy is voluntary, and students and employees are not required to disclose this information to the University.

After being notified by a student or the student's representative of the student's pregnancy or related condition, the Title IX Coordinator will do the following:

- Inform the student about the University's prohibition on sex discrimination, including sex-based harassment.
- Provide the student with the option of reasonable modifications due to the student's pregnancy or related conditions.
- Allow the student voluntary access to any separate and comparable portion of the University's education programs or activities.
- Allow the student a voluntary leave of absence for medical reasons and reinstatement for the student upon return from leave.
- Provide the student with a private, clean space for lactation that is a space other than a bathroom and is shielded from view and free from intrusion from others.

The University will not require students to submit supporting documentation for the above items, unless the documentation is necessary and reasonable for the University to determine the reasonable modifications to make, or whether to take additional, specific actions. Situations where supporting documentation is not necessary may include, but are not limited to, when the student's need for a specific action is obvious, such as when a student who is pregnant needs a bigger uniform; when the student has previously provided the University with sufficient supporting documentation; when the reasonable modification at issue is allowing a student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom; when the student has lactation needs; or when the requested action is available to other students for reasons other than pregnancy or related conditions and such students are not required to submit supporting documentation.

Additionally, the University will not require a student who is pregnant or has a related condition to provide certification from a healthcare provider or any other person that the student is physically able to participate in the University's class, program, or extracurricular activity unless:

- The certified level of physical ability or health is necessary for the student's participation in the class, program, or extracurricular activity;
- The University requires such certification of all students participating in the class, program, or extracurricular activity; and
- The information obtained is not used as a basis for discrimination.

IV. Options After Student Pregnancy Disclosure

Once a student has voluntarily disclosed a pregnancy or related condition to the University, the student has the following options:

Continue in the Program

- If a student decides to continue in the program and desires to have any modifications to the University's education programs and activities due to the pregnancy or related condition, the student should contact the Title IX Coordinator to discuss any reasonable modifications that may be necessary for the student to continue in the program. Such modifications, if any, are discussed in Section V below, and will be documented similar to the process for ADA/temporary accommodations.
- The University will also allow a student to voluntarily access any separate and comparable portion of the University's education program or activity.

Voluntary Leave of Absence

- Students have the option to take a leave of absence due to pregnancy or related condition. However, such a leave of absence is not required. Should a student choose to take a leave of absence, a student is permitted to do so based on the medical recommendation of the student's licensed healthcare provider.
- A leave of absence due to pregnancy or related condition may be for various amounts of time depending on a student's particular circumstances and the period deemed medically necessary by the student's licensed healthcare provider. Such a leave may be extended if deemed medically necessary by the student's licensed healthcare provider.
- Students are encouraged to communicate with faculty and supervisors regarding plans for leave to ensure a smooth return to campus.
- International students are further encouraged to contact their international advisor immediately, as a leave could require the student to leave the country.
- When a student returns from a leave of absence, the student will be reinstated to the same academic status and, where applicable, extracurricular status, that the student held prior to their leave of absence. This includes the opportunity to make up any work the student missed while on leave.

Withdraw from the University

- The student may, in their sole discretion, determine that they must withdraw from the University for an indefinite period or permanently due to their pregnancy or related condition. Existing University withdrawal procedures, and readmission procedures (if applicable) apply.

V. Reasonable Modifications for Students

The University will treat pregnancy or related conditions, or temporary disability resulting from pregnancy or related conditions, consistent with the University's policy on temporary medical conditions.

Reasonable modifications for pregnancy or related conditions will be provided to students based on their individualized needs. Such reasonable modifications will be identified through an interactive process with

the student; however, a modification is not reasonable if it fundamentally alters the nature of the University's education program or activity.

Reasonable modifications may include, but are not limited to:

- Breaks during class to attend to any necessary medical or lactation needs
- Access to online education
- Excused absences to attend medical appointments
- Schedule or course changes
- Test rescheduling
- Time extensions for coursework
- Counseling
- Physical space or supply changes
- Elevator access
- Other appropriate policy, practice, or procedure modifications

Students may accept or decline each reasonable modification offered by the University.

VI. Reasonable Modifications for Employees

The University will treat employee pregnancy or related conditions as any other temporary medical condition for all job-related purposes and will provide accommodations as appropriate. The University will further adhere to its leave policies for employee pregnancy or related conditions.

VII. Lactation Stations & Information

The University provides [lactation stations](#) across campus for breastfeeding students and employees. These spaces provide a private, clean area where students and employees are shielded from view and free from intrusion.

The University will also allow reasonable break time for employees to express breast milk or breastfeed as needed.

VIII. Questions or Concerns

A student who has questions about this policy or who is concerned about its implementation should contact the Title IX Coordinator using the contact information listed in Section III of this policy. Employees with questions about the policy or concerns about its implementation should contact HR at:

Krista Barcus
Assistant Vice President of Human Resources
AD 125
800 University Dr.
Maryville, MO 64468
660-562-1128
kbarcus@nwmissouri.edu