SUBJECT:	Effective Date:	Policy Number:!
" # $ %& ' & ( ) * ! * & + , #& - & . / (&$. !0! % / # / ++ -) . (! !	1234256!!	3738!
	!	!
	Supersedes:!	Page	Of
	" 9:;<=!3738! " >9?;@;ABC! +BDEF:! - ;G<9HCE<A!	3!	35!

Responsible Authority:!

!

  *(1) Disparate impact*Y!! \ ?BH!O9:;<;BGJ!O>F<A;<BGJ!>E:BG!9>!9A?B>!G=GABKG!A?FA!FOOBF>!A9!@B!
HBEA>F:!>BGE:A!;H!F!C;GO>9O9>A;9HFAB!;KOF<A!9H!F!O>9AB<ABC!V>9E07!! * ;GOF>FAB!;KOF<A! KF=!
@B!EH;HABHA;9HF:7!

!
  *(2) Disparate treatment*Y!! \ ?BH! F! OB>G9H! ;G! A>BFABC! C;MMB>BHA:=! A?FH! 9A?B>G! W?9! WB>B!
G;K;:F>:=! G;AEFABC! @FGBC! 9H! F! O>9AB<ABC! <?F>F<AB>;GA;<! FHC! ;G!

*(l) Quid pro quo harassment*Y!+E@K;GG;9H!9>!>BⅪB<A;9H!9Ⅿ!<9HCE<A!;G!EGBCJ!BDO:;<;A:=!9>!;KO:;<;A:=J!
FG!A?B!@FG;G!Ⅿ9>!CB<;G;9HG!FⅯⅯB<A;HV!FH!;HC;L;CEF:[G!BCE<FA;9HJ!BKO:9=KBHAJ!9>!OF>A;<;OFA;9H!;H!F!
QH;LB>G;A=!O>9V>FK!9>!F<A;L;A=7!!
!
*(m) Title IX Matters*Y! , 9KO:F;HAG! ;H! W?;<?! A?B! F::BVBC! L;9:FA;9H! ;H<:ECBG! GBDEF:! ?F>FGG KBHAJ!
GBDEF:! FGGFE:AJ! C9KBGA;<! L;9:BH<BJ! CFA;HV! L;9:BH<BJ! 9>! GAF:`;HVJ! FHC! W?B>B! A?B! QH;LB>G;A=[G!
>BGO9HGB!FHC!O>9<BCE>BG!F>B!V9LB>HBC! @=! (;A:B!&Z! 9Ⅿ!A?B!) CE<FA;9H! / KBHCKBHAG! / <A!9Ⅿ!3cd5!
FHC!;AG!;KO:BKBHA;HV!>BVE:FA;9HGJ!P / Q!#BVE:FA;9H!d7661J!FHC!A?;G!QH;LB>G;A=!!" 9:;<=7!!

III. DEFINITIONS SPECIFIC TO TITLE IX MATTERS:

(a) Consent

*(a) Forcible Rape*Y!! "BHBA>FA;9HJ!H9!KFAAB>!?9W!G:;V?AJ!9M!A?B!LFV;HF!9>!FHEG!W;A?! FH=!@9C=!OF>A!9>!9@XB<AJ!9>!9>F:!OBHBA;9H!@=!F!GBD!9>VFH!9M!FH9A?B>!OB>G9HJ! W;A?9EA!A?B!<9HGBHA!9M!A?B!, 9KO:F;HFHA7!

*(b) Forcible Sodomy*Y!! $>F:!9>!FHF:!GBDEF!;HAB><9E>GB!W;A?!FH9A?B>!OB>G9HJ! M9><;@:=!FHC_9>!FVF;HGA!A?FA!OB>G9H[G!W;::!9>!H9A!M9><;@:=!9>!FVF;HGA!OB>G9H[G!W;::! RH9H2<9HGBHGEF::=U!;H!;HGAFH<BG!W?>B!A?B!, 9KO:F;HFHA!;G!;H<FOF@:B!9M!V;L;HV! <9HGBHA!@B<FEGB!9M!FVB!9>!@B<FEGB!9M!ABKO9>F>=!9>!OB>KFHBHA!KBHAF:!9>! O?=G;<F:!H<FOF<;A=7!!

*(c) Sexual Assault with an Object*Y! (9!EGB!FH!9@XB<A!9>!;HGA>EKBHA!A9!OBHBA>FABJ! ?9WBLB>!G:;V?A:=J!A?B!VBH;AF:!9>!FHF:!9OBH;HV!9M!A?B!@9C=!9M!FH9A?B>!OB>G9HJ! M9><;@:=!FHC_9>!FVF!OB>G9H[G!W;::!9>!H9A!M9><;@:=!9>!FVF!OB>G9H[G!W;::! RH9H2<9HGBHGEF::=U!;H!;HGAFH<BG!W?>B!A?B!, 9KO:F;HFHA!;G!;H<FOF@:B!9M!V;L;HV! <9HGBHA!@B<FEGB!9M!FVB!9>!@B<FEGB!9M!ABKO9>F>=!9>!OB>KFHBHA!KBHAF:!9>! O?=G;<F:!H<FOF<;A=7!!

*(d) Forcible Fondling*Y! (?B!A9E<?;HV!9M!A?B!O>;LFAB!@9C=!OFG!9M!FH9A?B>!OB>G9H! R@EAA9<`GJ!V>9;HJ!@>BFGAGU!M9>!A?B!OE>O9GB!9M!GBDEF!V>FA;M;<FA;9HJ!M9><;@:=!FHC_9>! FVF;HGA!A?FA!OB>G9H[G!W;::!RH9H2<9HGBHGEF::=U!9>!H9A!M9><;@:=!A?B! OB>G9H[G!W;::!;H!;HGAFH<BG!W?>B!A?B!, 9KO:F;HFHA!;G!;H<FOF@:B!9M!V;L;HV!<9HGBHA! @B<FEGB!9M!FVB!9>!@B<FEGB!9M!ABKO9>F>=!9>!OB>KFHBHA!KBHAF:!9>!O?=G;<F:! ;H<FOF<;A=7!!

*(2) Sex Offenses, Nonforcible*Y! . 9HM9><;@:B!GBDEF!;HAB><9E>GBJ!;H<:EC;HV! &H<BGA!FHC!+AFAEA9>=!#FOB7!!

(a) Incest:! . 9HM9><;@:B!GBDEF!;HAB><9E>GB!@BAWBBH!OB>G9HG!W?9!F>B!>B:FABC!A9! BF<?!9A?B>!W;A?!A?B!CBV>BBG!W?B>B;H!KF>>;FVB!;G!O>9?;@;ABC!@=!:9W;CF>!:FW7!!

*(b) Statutory Rape*Y! . 9HM9><;@:B!GBDEF!;HAB><9E>GB!W;A?!F!OB>G9H!W?9!;G!EHCB>!A?B! GAFAEA9>=!FVB!9M!<9HGBHA7!!

*(e) Sexual harassment*Y!, 9HCE<A!9H!A?B!@FG;GH

IV. POLICY:

(?B!QH;LB>G;A=!C9BG!H9A!A9:B>FAB!F<AG!9▥!C;G<>;K;HFA;9H!9>!?F>GGKBHA!@FGBC!9H!O>9AB<ABC!GAFAEGJ! 9>! >BAF:;FA;9H! @FGBC! 9H! O>9AB<ABC! F<A;L;A;BG7! ! I;9:FA;9HG! 9▥! A?;G! O9:;<=! A?FA! 9<<E>! W;A?;H! A?B! ▨E>;GC;<A;9HF:!:;K;AG!9▥!A?B!QH;LB>G;A=!W;::!@B!GE@▨B<A!A9!C;G<;O:;HBJ!EO!A9!FHC!;H<:EC;HV!GBOF>FA;9HJ! BDOE:G;9HJ! 9>! >BK9LF:!▥>9K! QH;LB>G;A=! O>9OB>A=7! (?B! QH;LB>G;A=! W;::! >BGO9HC! A9! <9K0:F;HAG! 9>! >BO9>AG!9▥!L;9:FA;9HG!W;A?!KBFGE>BG!CBG;VHBC!A9!GA9O!A?B!@B?FL;9>J!B;;K;HFAB!FH=!?F>GGKBHA!9>! C;G<>;K;HFA;9HJ!O>BLBHA!A?B!>B9<<E>>BH<B!9▥!A?B!O9?;@;ABC!<9HCE<AJ!FHC!>BKBC;FAB!FH=!FCLB>GB! B▥▥B<AG7!

!

Notice of Non-Discrimination: (?B!QH;LB>G;A=!W;::!<9KO:=!W;A?!FOO:;<F@:B!▥BCB>F:!GAFAB!FHC!:9<F:! C;G<>;K;HFA;9H_?F>GGKBHA! :FWG! A9! O>9L;CB! FH! BCE<FA;9HF:! BKO:9=KBHA! FHC! @EG;HBGG! BHL;>9HKBHA! ▥>BB! 9▥! F::! ▥9>KG! 9▥! C;G<>;K;HFA;9H! 9>! ?F>GGKBHA7! QH:FWME:! C;G<>;K;HFA;9H! 9>! ?F>GGKBHA!@FGBC!EO9H!FH!;HC;L;CEF:[G!>F<BJ!<9:9>J!>B:;V;9HJ!GBOJ!HFA;9HF:!9>;V;HJ!FVBJ!FVBJ!C;GF@;:;A=! K;:;AF>=! 9>! LBAB>FH! GAFAEGJ! KF>;AF:! GAFAEGJ! O>BVHFH<=! 9>! OF>BHAF:! GAFAEGJ! GBDEF! 9>;BHAFA;9HJ! VBHCB>;!CBHA;A=!9>!BDO>BGG;9HJ!9>!9A?B>!O>9AB<ABC!GAFAEG!;G!O>9?;@;ABC7!!

(?B!G<9OB!9▥!A?;G!O9:;<=!H<:ECBGY!R;U!<9HCE<A!A!A?FA!9<<E>G!9H!QH;LB>G;A=2<9HA>9::BC!O>9OB>A=J!FHC!

9OA;9HGa! R;:;U! FLF;:F@:B! A9! O>9L;CB! FGG;GAFH<B! A9! FH=! QH;LB>G;A=! BKO:9=BB! >BVF>C;HV! ?9W! A9!
>BGO9HC!FOO>9O>;FAB:=!A9!F!>BO9>A!9M!+BDEF:! - ;G<9HCE<Aa!R;LU!OF>A;<;OFABG!H!BHGE>;HV!A?B!BMMB<A;LB!
;KO:BKBHAFA;9H!9M!A?;G! " 9:;<=J!H<:EC;HV! K9H;A9>;HV!<9KO:;FH<B!W;A?!F::!O>9<BCE>F:!>BNE;>BKBHAGJ!
>B<9>C! `BBO;HVJ! FHC! A;KBM>FKBGa! FHC! RLU! >BGO9HG;@:B! M9>! 9LB>G;BB;HV! A>F;H;HVJ! O>BLBHA;9HJ! FHC!
FGGBGGKBHAG7!
!
(?B! (;A:B!&Z! , 99>C;HFA9>! KF=! CB:BVFAB! >BGO9HG;@;::A;BG! EHCB>!A?;G! O9:;<=! A9! FCK;H;GA>FA9>G! W?9!
W;::!@B!FOO>9O>;FAB:=!A>F;HBC7!&HNE;>;BG!9>!<9H<B>HG!F@9EA! (;A:B!&Z! KF=!@B!>BMB>>BC!A9!A?B! (;A:B!&Z!
, 99>C;HFA9>J!:9<FABC!H! / CK;H;GA>FA9H! ' :CV!36J!#99K!5e8J! ' 9<F!#FA9H! , FKOEGJ!8e325cd2b664a!
?AAOGY_WWW7MFE7BCE_B;<7! , 9HAF<A! ;HM9>KFA;9H! M9>! A?B! QH;LB>G;A=[G! * BOEA=! (;A:B!&Z! , 99>C;HFA9>G!

<?FHVB! ;H! <:FGG! G<?BCE:BJ! ;H<:EC;HV! A?B! F@;:;A=! A9! C>9O! F! <9E>GB! W;A?9EA! OBHF:A=! 9>! A9! A>FHGMB>!
GB<A;9Ha! <?FHVB! ;H! W9>`! G<?BCE:B! 9>! X9@! FGG;VHKBHAa! <?FHVB! ;H! GAECBHA! <FKOEG! ?9EG;HVa!
FGG;GAFH<B! M>9K! QH;LB>G;A=! GEOO9>A! GAFMM! ;H! <9KO:BA;HV! ?9EG;HV! >B:9<FA;9Ha! .;K;A;HV! F<<BGG! A9!
<B>AF;H! QH;LB>G;A=! MF<;:;A;BG! 9>! F<A;L;A;BG! OBHC;HV! >BG9:EA;9H! 9M! A?B! KFAAB>a! L9:EHAF>=! :BFLB! 9M!
F@GBH<Ba! O>9L;C;HV! FH! BG<9>A! @BAWBBH! <:FGGBGa! F>>FHV;HV! M9>! KBC;<F:! GB>L;<BGa! O>9L;C;HV!
F<FCBK;<! GEOO9>A! GB>L;<BGJ! GE<?! FG! AEA9>;HVa! QH;LB>G;A=2;KO9GBC! :BFLBJ! GEGOBHG;9HJ! 9>!

47!   #;V?A!A9!FH!FCL;G9>!9M!A?B;>!<?9;<BJ!W?9!KF=!@B!FH!FAA9>HB=7!

87!!   (?B!>;V?A!A9!;HGOB<A!FHC!>BL;BW!BL;CBH<B7!

e7!   P9>!GAECBHAGJ!`H9W;HV:=!KF`;HV!MF:GB!GAFABKBHAG!9>!GE@K;AA;HV!MF:GB!;HM9>KFA;9H!
CE>;HV!A?B!V>;BLFH<B!O>9<BGG!;G!O>9?;@;ABC!OE>GEFHA!A9!A?B!+AECBHA!,9CB!9M!
,9HCE<A!RQH;LB>G;A=!#BVE:FA;9H!4766dU!+B<A;9H!8R;Ua!FHC!

d7!   +?9E:C!FH=!F::BVFA;9HG!@B!FCCBCJ!<?FHVBCJ!9>!CB:BABC!FMAB>!A?;G!;H;A;F:!H9A;<BJ!
GE<?!;HM9>KFA;9H!W;::!@B!GBHA!A9!F::!OF>A;BG7!

!

R<U!

o!

c

!
P9>!BKO:9=BB!>BGO9HCBHAGJ!<9>>B<A;LB!9>!C;G<;O:;HF>=!F<A;9H!EO!A9!FHC!;H<:EC;HV!C;GK;GGF:!W;::!@B!
<9HG;CB>BC!FHC!;KO:BKBHABCJ!\M!WF>>FHABCJ!@=!F!Ι;<B!"">BG;CBHAJ!"">9L9GA!9>!*BFH!9\M!+AECBHAG!9>!
A?B;>!>BGOB<A;LB!CBG;VHBB7!!,9>>B<A;LB!9>!C;G<;O:;HF>=!F<A;9H!KF=!F:G9!@B!<9HG;CB>BC!FHC!
;KO:BKBHABC!;\M!$)&!CBAB>K;HBC!A?B!<9KO:F;HA!WFG!EH\M9EHCBC!FHC!KFCB!KF:;<;9EG:=!9>!
>B<`:BGG:=7!P9>!QH;LB>G;A=!GAECBHAGJ!A?B!>BO9>A!W;::!@B!O9L;CBC!A9!A?B!*BFH!9\M!+AECBHAG!$\MM;<B!\M9>!
FH=!F<A;9H!FOO>9O>;FAB!EHCB>!#BVE:FA;9H!4766d7!!P9>!h235!GAECBHAGJ!A?B!>BO9>A!W;::!@B!O9L;CBC!A9!
A?B!h235!FCK;H;GA>FA9>!\M9>!FOO>9O>;FAB!GFH<A;9HGJ!\M!FOO:;<F@:B7!
!
VIII. POST-

367!! &M!F!OF>A=!9>!W;AHBGG!C9BG!H9A!GE@K;A!A9!<>9GG2BDFK;HFA;9H!FA!A?B!:;LB!?BF>;HVJ!A?B!
CB<;G;9H! KF`B>! KEGA! H9A! >B:=! 9H! FH=! GAFABKBHA! 9M! A?FA! OF>A=! 9>! W;AHBGG! ;H!
>BF<?;HV!F!CBAB>K;HFA;9H!>BVF>C;HV!>BGO9HG;@;:;A=7!

337! (?B! CB<;G;9H! KF`B>! <FHH9A! C>FW! FH! ;HM>BH<B! F@9EA! CBAB>K;HFA;9H!>BVF>C;HV!
>BGO9HG;@;:;A=!G9:B:=!@FGBC!9H!F!OF>A=[G!9>!W;AHBGG[G!F@GBH<B7!

357! (?B!QH;LB>G;A=!KEGA!<>BFAB!FH!FEC;9>B<9C;HVJ!9>!A>FHG<>;OAJ!9M!FH=!:;LB!?BF>;HV!
FHC!KF`B!;A!FLF;:F@:B!A9!A?B!OF>A;BG!M9>!;HGOB<A;9H!FHC!>BL;BW7!!!!

!

RCU!&H!F::!(;A:B!&Z! - FAAB>GJ!A?B!CB<;G;9H2KF`B>J!W?9!KF=!H9A!@B!A?B!(;A:B!&Z! , 99>C;HFA9>!9>!A?B!
;HLBGA;VFA9>J!KEGA! ;GGEB! F! W>;AABH! CBAB>K;HFA;9H! >BVF>C;HV! >BGO9HG;@;:;A=7! (?B! W>;AABH!
CBAB>K;HFA;9H!KEGA!H<:ECB!A?B!M9::9W;HVY!!

37! &CBHA;M;<FA;9H!9M!A?B!F::BVFA;9HG!CBM::HBC7!

57! /! @>;BM! CBG<>;OA;9H!9M! A?B! O9<BCE>F:! GABOG! AF`BHJ! ;H<:EC;HV! H9A;<FA;9HG! A9! A?B!
OF>A;BG! ;HAB>L;BWG! FHC! KBA?9CG! EGBC! A9! VFA?B>! 9A?B>! BL;CBH<BJ! G;AB! L;G;AGJ! FHC!
?BF>;HVG!?B:C7!

b7!

X. SANCTIONS:

I;9:FA;9HG!@=!QH;LB>G;A=!GAECBHAG!KF=!>BGE:A!;H!FH=!GFH<A;9H!:;GABC!;H!QH;LB>G;A=!#BVE:FA;9H!4766d! +AECBHA! , 9CB!9M! , 9HCE<AJ!+B<A;9H!3b7!! I;9:FA;9HG!@=! h235!GAECBHAG!KF=!>BGE:A!;H!GFH<A;9HG!FG! CBG<>;@BC!;H!A?B!FOO:;<F@:B!<9CB!9M!<9HCE<A!9>!C;G<;O:;HF>=!KFA>;D7!! I;9:FA;9HG!@=!BK0:9=BBG!KF=! >BGE:A!;H! <9EHGB:;HV!W?;<?!G?F::!@B! <9HGA>E<A;LB!W;A?!A?B!O;KF>=! OE>09GB! 9M!;CBHA;M;<FA;9H! FHC! <9>>B<A;9H!9M!F!O>9@:BK7!) K0:9=BB!L;9:FA;9HG!KF=!F:G9!>BGE:A!;H!C;G<;O:;HF>=!F<A;9H!OE>GEFHAJ!@EA! H9A!:;K;ABCJ!A9! QH;LB>G;A=! #BVE:FA;9H! 87635J!9A?B>! QH;LB>G;A=! >BVE:FA;9HG! FHC! O9:;<;BGJ! FHC! FH=! FOO:;<F@:B! , 9::B<A;LB! ' F>VF;H;HV! / V>BBKBHA7!! I;9:FA;9HG! @=! 9EAG;CB! OF>A;BG! KF=! >BGE:A! ;H!

35