

RESPONDING TO SEXUAL HARASSMENT UNDER THE NEW TITLE IX REGULATIONS

A Desktop Guide

GENERAL RULE
A recipient with actual knowledge of sexual harassment in an education program or activity of the recipient against a person in the United States must respond in a manner that is not deliberately indifferent.

Sexual Misconduct within the Scope of Title IX

- Actual knowledge
- To Title IX Coordinator or other official with authority to take corrective measures
- Meets sexual harassment definition
- Against a person in the United States
- In an education program or activity

Definition of Sexual Harassment

- Quid pro quo
- VAWA: sexual assault, domestic violence, dating violence, stalking
- Hostile environment - harassment that is:
 - From the perspective of a reasonable person
 - Severe and pervasive and objectively offensive
 - Denies equal access to education program or activity

Grievance Process for Formal Complaints

- Equitable treatment of parties
- Objective evaluation of evidence
- No conflict of interest or bias
- Presumption of “not responsible” for Resp.
- Reasonably prompt timeframes
- Standard of evidence
- Possible disciplinary sanctions and remedies
- Appeal procedures
- Supportive measures
- Privilege

NOTICE TO RECIPIENT

EVALUATION

Is the alleged sexual misconduct ***within the scope of Title IX?***
 If **NO**, dismiss as a “Title IX sexual harassment matter”.
 If **YES**, offer supportive measures.
 Is there a **formal complaint**, if **YES**, proceed:

NOTICE TO THE PARTIES

RESOLUTION: FORMAL AND/OR INFORMAL

GRIEVANCE PROCESS FOR FORMAL COMPLAINTS

INVESTIGATION AND ADJUDICATION OF FORMAL COMPLAINTS

Supportive Measures

Interactive process - offered to both parties by the Title IX Coordinator

Investigation and Adjudication

- Informal resolution option
- Investigation
 - Decision-maker ≠ Title IX Coordinator/Investigator(s)
 - Advisor of Choice
 - Burden of proof/gathering evidence
 - Access to evidence
 - Equal opportunity to present witnesses & evidence
 - No gag orders on parties
 - Notice for hearings, interviews, mtgs. & opportunity to have others present
- Investigation Report
 - Provided to parties for review/response
- Live hearing
 - Cross examination by party’s advisor
 - Advisor provided to parties if needed
- Written determination
 - Responsibility, disciplinary sanctions and remedies, if any
- Appeals

Recordkeeping (7 years)

Complaints, supportive measures, training materials

**TITLE IX GLOSSARY
(34 C.F.R. Part 106)¹**

<p>Actual Knowledge 34 C.F.R. § 106.30(a)</p>	<p>New section defines “actual knowledge” as notice of sexual harassment or allegations of sexual harassment to a recipient’s Title IX Coordinator or any official of the recipient who has authority to institute corrective measures on behalf of the recipient, or to any employee of an elementary and secondary school. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the recipient with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the recipient. “Notice” as used in this paragraph includes, but is not limited to, a report of sexual harassment to the Title IX Coordinator as described in § 106.8(a).</p>
<p>Access to Evidence Section § 106.45(b)(5)(vi)</p>	<p>New section, <i>Investigation of a formal complaint</i>, states that when investigating a formal complaint and throughout the grievance process, a recipient must ... (vi) Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the recipient does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Prior to completion of the investigative report, the recipient must send to each party and the party’s advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The recipient must make all such evidence subject to the parties’ inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.</p>
<p>Administrative Leave 34 C.F.R. § 106.44(d)</p>	<p>New section states that nothing in this subpart of the Title IX regulations precludes a recipient from placing a non-student employee respondent on administrative leave during the pendency of a grievance process that complies with § 106.45. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.</p>
<p>Advisor 34 C.F.R. § 106.45(b)(5)(iv); <i>see also</i> 34 C.F.R. § 106.45(b)(6)</p>	<p>New § 106.45(b)(5)(iv) states that for formal complaint, a recipient must provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding; however, the recipient may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.</p> <p>New § 106.45(b)(6) states that the recipient’s grievance process for formal complaints of sexual harassment must provide for a live hearing. The section further states that, at the live hearing, the decision-maker(s) must permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party’s advisor of choice and never by a party personally, notwithstanding</p>

¹ Unless otherwise noted, definitional terms and explanations are from the *Final Title IX Regulations*.

	<p>the discretion of the recipient under 34 C.F.R. § 106.45(b)(5)(iv) of this section to otherwise restrict the extent to which advisors may participate in the proceedings. The section further states that if a party does not have an advisor present at the live hearing, the recipient must provide without fee or charge to that party, an advisor of the recipient's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.</p>
<p>Appeals 34 C.F.R. §§ 106.45(b)(1)(viii) and 106.45(b)(8)</p>	<p>New section, at 106.45(b)(1)(viii), states that a recipient's grievance process for formal complaints <i>must</i> include the procedures and permissible bases for the complainant and respondent to appeal.</p> <p>New section 106.45(b)(8), <i>Appeals</i>, states that:</p> <ol style="list-style-type: none"> i. A recipient must offer both parties an appeal from a determination regarding responsibility, and from a recipient's dismissal of a formal complaint or any allegations therein, on the following bases: <ol style="list-style-type: none"> A. Procedural irregularity that affected the outcome of the matter; B. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and C. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter. ii. A recipient may offer an appeal equally to both parties on additional bases. iii. As to all appeals, the recipient must: <ol style="list-style-type: none"> A. Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties; B. Ensure that the decision-maker(s) for the appeal is not the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator; C. Ensure that the decision-maker(s) for the appeal complies with the standards set forth in paragraph (b)(1)(iii) of this section; D. Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome; E. Issue a written decision describing the result of the appeal and the rationale for the result; and F. Provide the written decision simultaneously to both parties.
<p>Available Remedies 34 C.F.R. § 106.3(a)</p>	<p>Revised section states that if the OCR Assistant Secretary finds that a recipient has discriminated against persons on the basis of sex in an education program or activity under this part, or otherwise violated this part, such recipient must take such remedial action as the Assistant Secretary deems necessary to remedy the violation, consistent with 20 U.S.C. 1682. Previous language for this section required action as the Assistant Secretary deems necessary "to overcome the effects of discrimination."</p>
<p>Bias 34 C.F.R. § 106.45(b)(1)(iii)</p>	<p>New section states that grievance procedures for formal complaints must require that any individual designated by a recipient as a Title IX Coordinator, investigator, decision-maker, or any person designated by a recipient to facilitate an informal resolution process, not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.</p>
<p>Burden of Proof and Burden of Gathering Evidence</p>	<p>New section states that grievance procedures for formal complaints must ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the recipient and not on the parties provided that the recipient cannot access, consider, disclose, or otherwise use a party's records that are made</p>

<p>34 C.F.R. § 106.45(b)(5)(i)</p>	<p>or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional’s or paraprofessional’s capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the recipient obtains that party’s voluntary, written consent to do so for a grievance process under this section (if a party is not an “eligible student,” as defined in 34 CFR 99.3, then the recipient must obtain the voluntary, written consent of a “parent,” as defined in 34 CFR § 99.3).</p>
<p>Complainant 34 C.F.R. § 106.30(a)</p>	<p>New section defines a “complainant” as an individual who is alleged to be the victim of conduct that could constitute sexual harassment. This section also states, under the definition of “formal complaint,” that, at the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the recipient with which the formal complaint is filed.</p>
<p>Clery Act</p>	<p>The Clery Act, at 20 U.S.C. § 1092, requires postsecondary institutions that receive federal financial aid to annually report safety information and campus crime statistics that occur within certain geographic boundaries. Crimes that must be counted include “dating violence”, “domestic violence”, “stalking”, and “sexual assault.” <i>See also</i> 34 C.F.R. § 668.46.</p>
<p>Conflict of Interest 34 C.F.R. § 106.45(b)(1)(iii)</p>	<p>New section states that grievance procedures for formal complaints must require that any individual designated by a recipient as a Title IX Coordinator, investigator, decision-maker, or any person designated by a recipient to facilitate an informal resolution process, not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.</p>
<p>Consolidation of Formal Complaints 34 C.F.R. § 106.45(b)(4)</p>	<p>New section provides that a recipient may consolidate formal complaints as to allegations of sexual harassment 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 sexual harassment arise out of the same facts or circumstances. Where a grievance process involves more than one complainant or more than one respondent, references in this section to the singular “party,” “complainant,” or “respondent” include the plural, as applicable.</p>
<p>Consent 34 C.F.R. § 106.30(a)</p>	<p>New section states that the OCR Assistant Secretary will not require recipients to adopt a particular definition of consent with respect to sexual assault, as referenced in this section of the Title IX regulations.</p>
<p>Constitutional Protections 34 C.F.R. § 106.6(d)</p>	<p>New section states that nothing in this part of the regulations requires a recipient to:</p> <ol style="list-style-type: none"> 1. Restrict any rights that would otherwise be protected from government action by the First Amendment of the U.S. Constitution; 2. Deprive a person of any rights that would otherwise be protected from government action under the Due Process Clauses of the Fifth and Fourteenth Amendments of the U.S. Constitution; or 3. Restrict any other rights guaranteed against government action by the U.S. Constitution.
<p>Cross-Examination 34 C.F.R. § 106.45(b)(6)(i)</p>	<p>New section provides that at the hearing for a formal complaint, the decision-maker(s) must permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party’s advisor of choice and never by a party personally, notwithstanding the discretion of the recipient under paragraph (b)(5)(iv) of this section to otherwise restrict the extent to which advisors may participate in the proceedings. At the request of either party, the recipient must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions. Only relevant cross- examination and other questions may be</p>

	<p>asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. If a party does not have an advisor present at the live hearing, the recipient must provide without fee or charge to that party, an advisor of the recipient’s choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party. Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent. If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions.</p>
<p>Dating Violence 34 C.F.R. § 106.30(a)</p>	<p>Specifically listed as a form of sexual harassment. As defined by VAWA, at 34 U.S.C. §12291(a)(10), the term “dating violence” means violence committed by a person—</p> <ul style="list-style-type: none"> A. who is or has been in a social relationship of a romantic or intimate nature with the victim; and B. where the existence of such a relationship shall be determined based on a consideration of the following factors: <ul style="list-style-type: none"> i. The length of the relationship. ii. The type of relationship. iii. The frequency of interaction between the persons involved in the relationship.
<p>Decision-maker(s) 34 C.F.R. §§ 106.45(b)(7)(i) and (b)(8)(ii)(B)</p>	<p>New section 34 C.F.R. §§ 106.45(b)(7)(i) requires that the decision-maker(s), who cannot be the same person(s) as the Title IX Coordinator or the investigator(s), must issue a written determination regarding responsibility.</p> <p>New section 106.45(b)(8)(ii)(B) provides that the decision-maker(s) for the appeal must not be the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator</p>
<p>Determination Of Responsibility 34 C.F.R. § 106.45(b)(7)</p>	<p>New section states that with respect to the determination of responsibility following an investigation and hearing for a formal complaint of sexual harassment:</p> <ul style="list-style-type: none"> (i) The decision-maker(s), who cannot be the same person(s) as the Title IX Coordinator or the investigator(s), must issue a written determination regarding responsibility. To reach this determination, the recipient must apply the standard of evidence described in paragraph (b)(1)(vii) of this section. (ii) The written determination must include— <ul style="list-style-type: none"> (A) Identification of the allegations potentially constituting sexual harassment as defined in § 106.30; (B) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; (C) Findings of fact supporting the determination; (D) Conclusions regarding the application of the recipient’s code of conduct to the facts; (E) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient

	<p>imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient’s education program or activity will be provided by the recipient to the complainant; and</p> <p>(F) The recipient’s procedures and permissible bases for the complainant and respondent to appeal.</p> <p>(iii) The recipient must provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the recipient provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.</p> <p>(iv) The Title IX Coordinator is responsible for effective implementation of any remedies.</p>
<p>Deliberate Indifference 34 C.F.R. § 106.44(a) and 106.44(b)(2)</p>	<p>New sections <i>General response to sexual harassment</i>, states a recipient with actual knowledge of sexual harassment in an education program or activity of the recipient against a person in the United States, must respond promptly in a manner that is not deliberately indifferent. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances. The section also states that the Department may not deem a recipient to have satisfied the recipient’s duty to not be deliberately indifferent under this part based on the recipient’s restriction of rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.</p> <p>Section 106.44(b)(2), <i>Response to a formal complaint</i>, states that the Assistant Secretary will not deem a recipient’s determination regarding responsibility to be evidence of deliberate indifference by the recipient, or otherwise evidence of discrimination under Title IX by the recipient, solely because the Assistant Secretary would have reached a different determination based on an independent weighing of the evidence.</p>
<p>Dismissal of a Formal Complaint 34 C.F.R. § 106.45(b)(3)</p>	<p>New section states:</p> <p>(i) If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in § 106.30 even if proved, did not occur in the recipient’s education program or activity, or did not occur against a person in the United States, then the recipient <i>must dismiss</i> the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX or this part; such a dismissal does not preclude action under another provision of the recipient’s code of conduct.</p> <p>(ii) The recipient may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing: a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; the respondent is no longer enrolled or employed by the recipient; or specific circumstances prevent the recipient from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.</p> <p>(iii) Upon a dismissal required or permitted pursuant to paragraph (b)(3)(i) or (b)(3)(ii) of this section, the recipient must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.</p>
<p>Domestic Violence 34 C.F.R. § 106.30(a)</p>	<p>Specifically listed as a form of sexual harassment. As defined by VAWA, at 34 U.S.C. §12291(a)(8), the term “domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim</p>

	who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
Education Program or Activity 34 C.F.R. § 106.44(a)	New section states that for the purposes of §§ 106.30, and 106.45, “education program or activity” includes locations, events, or circumstances over which the recipient exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by a postsecondary institution.
Evaluation	This term is not included in the Title IX regulations. It is used in HMBR’s <i>Desktop Guide for Responding to Sexual Harassment Under the New Title IX Regulations</i> , to refer to the recipient’s assessment of whether it has actual notice of possible sexual harassment, whether it has received a formal complaint alleging sexual harassment and whether it should close the complaint or move forward to investigation and resolution.
Emergency Removal 34 C.F.R. § 106.44(c)	New section provides that nothing in this subpart of the Title IX regulations precludes a recipient from removing a respondent from the recipient’s education program or activity on an emergency basis, provided that the recipient undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.
Equitable Treatment 34 C.F.R. § 106.45(b)(1)(ii)	New section provides that the basic requirements for grievance process for formal complaints of sexual harassment require that a recipient’s grievance process treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following a grievance process that complies with this section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in § 106.30, against a respondent. Remedies must be designed to restore or preserve equal access to the recipient’s education program or activity. Such remedies may include the same individualized services described in § 106.30 as “supportive measures”; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent.
FERPA 34 C.F.R. § 106.6(e)	New section provides that the obligation to comply with this part of the Title IX regulations is not obviated or alleviated by the FERPA statute or regulations, respectively.
Formal Complaint 34 C.F.R. §§ 106.30, 106.44(b)(1), and 106.45(b)(9)	Revised section 34 C.F.R. §§ 106.30 defines a “ <i>formal complaint</i> ” as a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the recipient investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the recipient with which the formal complaint is filed. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information required to be listed for the Title IX Coordinator under § 106.8(a), and by any additional method designated by the recipient. As used in this paragraph, the phrase “document filed by a complainant” means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the recipient) that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party under this part or under § 106.45, and must comply with the requirements of this part, including § 106.45(b)(1)(iii).

	<p>New section 106.44(b)(1) states that in response to a formal complaint, a recipient must follow a grievance process that complies with § 106.45. With or without a formal complaint, a recipient must comply with § 106.44(a).</p> <p>Section 106.45(b)(9) provides that a recipient may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section. Similarly, a recipient may not require the parties to participate in an informal resolution process under this section and may not offer an informal resolution process unless a formal complaint is filed</p>
GEPA 34 C.F.R. § 106.6(e)	New section provides that the obligation to comply with this part is not obviated or alleviated by the FERPA statute or regulations.
Exercise of Rights by Parents or Guardians 34 C.F.R. § 106.6(g)	New section provides that nothing in this part of the Title IX regulations may be read in derogation of any legal right of a parent or guardian to act on behalf of a “complainant,” “respondent,” “party,” or other individual, subject to 34 C.F.R. § 106.6(e), including but not limited to filing a formal complaint.
Formal Resolution	The Title IX regulations define “formal complaint” as noted above. The term, “formal resolution, is used in the HMBR <i>Desktop Guide for Responding to Sexual Harassment Under the New Title IX Regulations</i> to refer to the formal process used to handle formal complaints of sexual harassment (as compared to the informal process).
Gag Orders 34 C.F.R. § 106.45(b)(5)(iii)	New section provides that grievance process for formal complaints must not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.
Good Cause 34 C.F.R. § 106.45(b)(1)(v)	The term “good cause” is not specifically defined in the new Title IX regulations, but Section 106.45(b)(1)(v) states that, with respect to the extension of timeframes for good cause, good cause may include considerations such as the absence of a party, a party’s advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.
Grievance Procedures (general) and Grievance Process (sexual harassment) 34 C.F.R §§ 106.8(c) and (d) and 106.45(b)	<p>Revised section requires that a recipient adopt and publish grievance procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by this part and a grievance process that complies with § 106.45 for formal complaints as defined in § 106.30. A recipient must provide to persons entitled to a notification under § 106.8(a) notice of the recipient’s grievance procedures and grievance process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the recipient will respond. New § 106.8(d) states that the requirements of § 106(c), Adoption of grievance procedures, apply only to sex discrimination occurring against a person in the United States.</p> <p>New section 106.45(b), <i>Grievance process</i>, states that for the purpose of addressing formal complaints of sexual harassment, a recipient’s grievance process must comply with the requirements of this section. Any provisions, rules, or practices other than those required by this section that a recipient adopts as part of its grievance process for handling formal complaints of sexual harassment as defined in § 106.30, must apply equally to both parties.</p>
Grievance Process for Formal Complaints of Sexual Harassment 34 C.F.R. § 106.45	<p>New sections include specific procedural requirements for formal complaints of sexual harassment.</p> <p>New section 106.45(a), <i>Discrimination on the basis of sex</i>, provides that a recipient’s treatment of a complainant in response to a formal complaint of sexual harassment may</p>

	<p>constitute discrimination on the basis of sex under Title IX. A recipient’s treatment of the respondent may also constitute discrimination on the basis of sex under Title IX. New section 106(45)(b), <i>Grievance process</i>, includes the following specific requirements for grievance processes used to address formal complaints of sexual harassment.</p> <ol style="list-style-type: none"> (1) Basic requirements for grievance process; (2) Notice of allegations; (3) Dismissal of a formal complaint; (4) Consolidation of formal complaints; (5) Investigation of a formal complaint; (6) Hearings; (7) Determination regarding responsibility; (8) Appeals; (9) Informal resolution; and (10) Recordkeeping.
<p>Grievance process for Formal Complaints of Sexual Harassment – Basic requirements 34 C.F.R. § 106.45(b)(1)</p>	<p>New section specifies the following basic requirements for grievance process for formal complaints of sexual harassment:</p> <ol style="list-style-type: none"> (i) Equitable treatment of parties (ii) Objective evaluation of evidence (iii) No conflicts of interest or bias (iv) Presumption of “not responsible” for respondent (v) Reasonably prompt timeframes (vi) Disciplinary sanctions and remedies (vii) Standard of evidence (viii) Appeals (ix) Supportive measures (x) Restrictions relating to privileged information
<p>Hearings 34 C.F.R. § 106.45(b)(6)</p>	<p>New section states that the recipient's grievance process must provide for a live hearing. At the live hearing, the decision-maker(s) must permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party’s advisor of choice and never by a party personally, notwithstanding the discretion of the recipient under 34 C.F.R. § 106.45(b)(5)(iv) to otherwise restrict the extent to which advisors may participate in the proceedings. At the request of either party, the recipient must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions. Only relevant cross- examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. If a party does not have an advisor present at the live hearing, the recipient must provide without fee or charge to that party, an advisor of the recipient’s choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party. Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent. If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker(s) cannot draw an inference about the determination</p>

	<p>regarding responsibility based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions. Live hearings pursuant to this paragraph may be conducted with all parties physically present in the same geographic location or, at the recipient’s discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. Recipients must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.</p>
<p>Informal Resolution 34 C.F.R. § 106.45(b)(9)</p>	<p>New section provides that a recipient may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section. This section further provides that a recipient may not require the parties to participate in an informal resolution process under this section and may not offer an informal resolution process unless a formal complaint is filed. However, at any time prior to reaching a determination regarding responsibility the recipient may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the recipient –</p> <ul style="list-style-type: none"> (i) Provides to the parties a written notice disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared; (ii) Obtains the parties’ voluntary, written consent to the informal resolution process; and (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
<p>Investigation of a Formal Complaint 34 C.F.R. § 106.45(b)(5)</p>	<p>New section states that when investigating a formal complaint and throughout the grievance process, a recipient must—</p> <ul style="list-style-type: none"> (i) Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the recipient and not on the parties except as specifically noted; (ii) Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence; (iii) Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence; (iv) Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding; however, the recipient may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties; (v) Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate; (vi) Provide both parties an equal opportunity to inspect and review any evidence

	<p>obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the recipient does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Prior to completion of the investigative report, the recipient must send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The recipient must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and</p> <p>(vii) Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response.</p>
<p>Investigative Report 34 C.F.R. § 106.45(b)(5)(vii)</p>	<p>New section requires that recipients create an investigative report following the investigation of a formal complaint of sexual harassment that fairly summarizes relevant evidence and, at least 10 days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response.</p>
<p>Notice of Allegations 34 C.F.R. § 106.45(b)(2)</p>	<p>New section states that:</p> <p>(i) Upon receipt of a formal complaint of sexual harassment, a recipient must provide the following written notice to the parties who are known:</p> <p>(A) Notice of the recipient's grievance process that complies with this section, including any informal resolution process.</p> <p>(B) Notice of the allegations of sexual harassment potentially constituting sexual harassment as defined in § 106.30, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under § 106.30, and the date and location of the alleged incident, if known. The written notice must include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The written notice must inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, under paragraph (b)(5)(iv) of this section, and may inspect and review evidence under paragraph (b)(5)(vi) of this section. The written notice must inform the parties of any provision in the recipient's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.</p> <p>(ii) (ii) If, in the course of an investigation, the recipient decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to paragraph (b)(2)(i)(B) of this section, the recipient must provide notice of the additional allegations to the parties whose identities are known.</p>
<p>Nondiscrimination,</p>	<p>Section 106.45(a), <i>Discrimination on the basis of sex</i>, provides that a recipient's treatment of</p>

<p>Generally 34 C.F.R. § 106.45(a)</p>	<p>a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.</p>
<p>Nondiscrimination Notice 34 C.F.R. § 106.8(b)</p>	<p>This revised § 106.8(b)(1), <i>Dissemination of policy – Notification of policy</i>, states that each recipient must notify persons entitled to a notification under Section 106.8(a) that:</p> <ol style="list-style-type: none"> 1. The recipient does not discriminate on the basis of sex in the education program or activity that it operates; 2. The recipient is required by Title IX and this part not to discriminate in such a manner; 3. The requirement not to discriminate in the education program or activity extends to admission (unless subpart C of this part does not apply) and employment; and 4. Inquiries about the application of Title IX and this part to such recipient may be referred to the recipient’s Title IX Coordinator, to the OCR Assistant Secretary, or both. <p>This revised § 106.8(b)(2), <i>Dissemination of policy – Publications</i>, states that each recipient must prominently display the contact information required to be listed for the Title IX Coordinator under Section 106.8(a) and the nondiscrimination policy described in paragraph (b)(1) of this section on its website, if any, and in each handbook or catalog that it makes available to persons entitled to a notification under Section 106.8(a). The section further states that a recipient must not use or distribute a publication stating that the recipient treats applicants, students, or employees differently on the basis of sex except as such treatment is permitted by Title IX or this part of the Title IX regulations.</p>
<p>Objective Evaluation of Evidence 34 C.F.R. § 106.45(b)(ii)</p>	<p>New section provides that grievance process for formal complaints must require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person’s status as a complainant, respondent, or witness.</p>
<p>Official with Authority to Institute Correct Measures 34 C.F.R. § 106.30</p>	<p>This term is not specifically defined in the new regulations, but is important in the context of determining Actual Knowledge. Specifically, notice of sexual harassment or allegations of sexual harassment to a recipient’s Title IX Coordinator or any official of the recipient who has authority to institute corrective measures on behalf of the recipient constitutes actual knowledge. This standard is not met when the only official of the recipient with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the recipient. “Notice” as used in this paragraph includes, but is not limited to, a report of sexual harassment to the Title IX Coordinator as described in § 106.8(a).</p>
<p>(Exercise of rights by) Parents or Guardians 34 C.F.R. § 106.6(g)</p>	<p>New section provides that nothing in this part of the Title IX regulations may be read in derogation of any legal right of a parent or guardian to act on behalf of a “complainant,” “respondent,” “party,” or other individual, subject to 34 C.F.R. § 106.6(e), including but not limited to filing a formal complaint.</p>
<p>Party or Parties</p>	<p>This term, as used in the HMBR <i>Desktop Guide for Responding to Sexual Harassment Under the New Title IX Regulations</i>, refers to the Complainant(s) and/or Respondent(s).</p>
<p>Postsecondary Institution 34 C.F.R. § 106.30(b)</p>	<p>New section defines “postsecondary institution” as an institution of graduate higher education as defined in § 106.2(l), an institution of undergraduate higher education as defined in § 106.2(m), an institution of professional education as defined in § 106.2(n), or an institution of vocational education as defined in § 106.2(o).</p>
<p>Preemptive Effect 34 C.F.R. § 106.6(h)</p>	<p>New section provides that to the extent of a conflict between State or local law and Title IX as implemented by §§ 106.30, 106.44, and 106.45, the obligation to comply with §§ 106.30,</p>

	106.44, and 106.45 is not obviated or alleviated by any State or local law.
Presumption for Respondent 34 C.F.R. § 106.45(b)(1)(iv)	New section states the grievance process for formal complaints must include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
Privilege 34 C.F.R. § 106.45(b)(1)(x)	New section states that the grievance process for formal complaints must not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
Recipient 34 C.F.R. § 106.2(i)	For postsecondary institutions, recipient means any public or private agency, institution, or organization, or other entity, or any person, to whom Federal financial assistance is extended directly or through another recipient and which operates an education program or activity which receives such assistance, including any subunit, successor, assignee, or transferee.
Recipient's Response to Sexual Harassment 34 C.F.R. §§ 106.44(a), 106.30	<p>New § 106.44(a), <i>General response to sexual harassment</i>, provides that a recipient with actual knowledge of sexual harassment in an education program or activity of the recipient against a person in the United States, must respond promptly in a manner that is not deliberately indifferent. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances. This section further states that a recipient's response must treat complainants and respondents equitably by offering supportive measures as defined in § 106.30 to a complainant, and by following a grievance process that complies with § 106.45 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in § 106.30, against a respondent.</p> <p>New § 106.44(a), <i>Response to a formal complaint</i>, states that in response to a formal complaint, a recipient must follow a grievance process that complies with § 106.45. With or without a formal complaint, a recipient must comply with § 106.44(a).</p> <p>Section 106.44 includes additional sections relating to response to a formal complaint, emergency removal, and administrative leave.</p> <p>Section 106.30 includes the definitions relating to sexual harassment under the new regulations.</p>
Recordkeeping 34 C.F.R. § 106.45(b)(10)	<p>New section states:</p> <ul style="list-style-type: none"> (i) A recipient must maintain for a period of seven years records of – <ul style="list-style-type: none"> (A) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under paragraph (b)(6)(i) of this section, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the recipient's education program or activity; (B) Any appeal and the result therefrom; (C) Any informal resolution and the result therefrom; and (D) All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. A recipient must make these training materials publicly available on its website, or if the recipient does not maintain a website the recipient must make these materials available upon request for inspection by members of the public.

	<p>(ii) For each response required under § 106.44, a recipient must create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the recipient must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the recipient’s education program or activity. If a recipient does not provide a complainant with supportive measures, then the recipient must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the recipient in the future from providing additional explanations or detailing additional measures taken.</p>
<p>Religious Exemption 34 C.F.R. § 106.12(b)</p>	<p>Revised § 106.12(b), <i>Educational institutions controlled by religious organizations – Assurance of exemption</i>, provides that an educational institution that seeks assurance of the exemption set forth in § 106.12(a) of this section may do so by submitting in writing to the OCR Assistant Secretary a statement by the highest ranking official of the institution, identifying the provisions of this part that conflict with a specific tenet of the religious organization. An institution is not required to seek assurance from the OCR Assistant Secretary in order to assert such an exemption. In the event the Department notifies an institution that it is under investigation for noncompliance with this part and the institution wishes to assert an exemption set forth in § 106.12(a), the institution may at that time raise its exemption by submitting in writing to the OCR Assistant Secretary a statement by the highest ranking official of the institution, identifying the provisions of this part which conflict with a specific tenet of the religious organization, whether or not the institution had previously sought assurance of an exemption from the OCR Assistant Secretary.</p>
<p>Respondent 34 C.F.R. § 106.30(a)</p>	<p>New section defines “respondent” as an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. The new regulations, at 34 C.F.R. § 106.45(b)(3), state that a recipient may dismiss a formal complaint if the respondent is no longer enrolled or employed by the recipient.</p>
<p>Retaliation 34 C.F.R. § 106.71</p>	<p>Revised section 106.71(a), <i>Retaliation prohibited</i>, states that no recipient or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The recipient must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the grievance procedures for sex discrimination required to be adopted under § 106.8(c).</p> <p>Section 106.71(b), <i>Specific circumstances</i>, states:</p> <p>(1) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under paragraph (a) of this section.</p>

	(2) Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this part does not constitute retaliation prohibited under paragraph (a) of this section, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.
Safe Harbor	The term "safe harbor" is not included in the final Title IX regulations.
Sanctions and Remedies 34 C.F.R. § 106.45(b)(1)(vi)	New section states that grievance procedures for formal complaints must describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the recipient may implement following any determination of responsibility.
Sexual Assault 34 C.F.R. § 106.30(a)	As defined in the Clery Act at 20 U.S.C. 1092(f)(6)(A)(v), the term "sexual assault" means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation (FBI).
Sexual Harassment 34 C.F.R. § 106.30(a)	New section defines "sexual harassment" as conduct on the basis of sex that satisfies one or more of the following: <ol style="list-style-type: none"> (1) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v) of the Clery Act, "dating violence" as defined in 34 U.S.C. 12291(a)(10) of the VAWA, "domestic violence" as defined in 34 U.S.C. 12291(a)(8) of the VAWA, or "stalking" as defined in 34 U.S.C. 12291(a)(30) of the VAWA.
Severability 34 C.F.R. §§ 106.9, 106.18, 106.24, 106.46, 106.62, 106.72, and 106.82	Revised § 106.9 and new §§ 106.18, 106.24, 106.46, 106.62, 106.72, and 106.82, <i>Severability</i> , each state that if any provision of this subpart of the Title IX regulations or its applicable to any person, act, or practice is held invalid, the remainder of the subpart or the application of its provisions to any person, act, or practice shall not be affected thereby.
Stalking 34 C.F.R. § 106.30(a)	Specifically listed as a form of sexual harassment. As defined by VAWA, 34 U.S.C. §12291(a)(30), the term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to— <ol style="list-style-type: none"> A. fear for his or her safety or the safety of others; or B. suffer substantial emotional distress.
Standard of Evidence 34 C.F.R. § 106.45(b)(1)(vii)	New section states that grievance process for formal complaints must state whether the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard or the clear and convincing evidence standard, apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and apply the same standard of evidence to all formal complaints of sexual harassment.
Supportive Measures 34 C.F.R. §§ 106.30(a), 106.44(a), 106.45(b)(1)(ix), and 106.45(b)(10)(ii)	New section defines "supportive measures" as non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of

	<p>work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The recipient must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.</p> <p>Section 106.44(a) states that a recipient’s response to sexual harassment must treat complainants and respondents equitably by offering supportive measures as defined in § 106.30 to a complainant, and by following a grievance process that complies with § 106.45 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in § 106.30, against a respondent. The Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.</p> <p>Section 106.45(b)(1)(ix) states that a recipient's grievance process must describe the range of supportive measures available to complainants and respondents.</p> <p>Section 106.45(b)(10)(ii) states that a recipient must create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the recipient must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the recipient’s education program or activity. If a recipient does not provide a complainant with supportive measures, then the recipient must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the recipient in the future from providing additional explanations or detailing additional measures taken.</p>
<p>Timeframes 34 C.F.R. § 106.8(b)(1)(v)</p>	<p>New section states that grievance process for formal complaints must include reasonably prompt time frames for conclusion of the grievance process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the recipient offers an informal resolution process, and a process that allows for the temporary delay of the grievance process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party’s advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.</p>
<p>Title IX Coordinator 34 C.F.R. §§ 106.8(a)</p>	<p>Revised Section 106.8(a), <i>Designation of Title IX Coordinator</i>, states that each recipient must designate and authorize at least one employee to coordinate its efforts to comply with its responsibilities under this part of the Title IX regulations, and that the employee must be referred to as the “Title IX Coordinator.” The recipient must notify applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the recipient, of the name or title, office address, electronic mail address, and telephone number of the employee or employees designated as the Title IX Coordinator pursuant to this paragraph. Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual</p>

	<p>harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.</p> <p>Section 106.45(b)(7) provides that the Title IX Coordinator(s) cannot be the same as the decision-maker(s) in formal complaints of sexual harassment. This section also states that the Title IX Coordinator(s) are responsible for effective implementation of any remedies. Section 106.45(b)(8) provides that the Title IX Coordinator(s) cannot be the same as the decision-maker(s) in appeals of a determination regarding responsibility or from a recipient's dismissal of a formal complaint or any allegations therein.</p>
Title VII of the Civil Rights Act of 1964 34 C.F.R. § 106.6(f)	New section states that nothing in this part may be read in derogation of any individual’s rights under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e <i>et seq.</i> or any regulations promulgated thereunder.
Training 34 C.F.R. § § 106.45(b)(1)(iii) and (b)(10)(i)(D)	<p>New section 106.45(b)(1)(iii) provides, with respect to grievance process for formal complaints, a recipient must ensure that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receive training on the definition of sexual harassment in § 106.30, the scope of the recipient’s education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. A recipient must ensure that decision-makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, as set forth in paragraph (b)(6) of this section. A recipient also must ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in paragraph (b)(5)(vii) of this section. Any materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment.</p> <p>New section 106.45(b)(10)(i)(D) states that a recipient must maintain for a period of <i>seven years</i> records of all materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. A recipient must make these training materials publicly available on its website, or if the recipient does not maintain a website, upon request for inspection by members of the public.</p>
United States 34 C.F.R. § 106.8(d)	New section states that the requirements of § 106(c), Adoption of grievance procedures, apply only to sex discrimination occurring against a person in the United States.
VAWA	The Violence Against Women Act (VAWA) of 1994 (Title IV of P.L. 103-322) and the VAWA Reauthorization Act of 2013 (P.L. 113-4), expanded certain requirements of the Clery Act, such as the imposition of additional reporting crime categories for dating violence, domestic violence, stalking, and sexual assault. Note, the definition of “sexual harassment” under the new Title IX regulations incorporates these definitional terms from VAWA at 34 U.S.C. §12291(a). VAWA’s implementing regulations are at 34 C.F.R. § 668.46.
Written Determination 34 C.F.R. § 106.45(b)(7)	See Determination of Responsibility, above.