

EVERGREEN

The Evergreen State College - Olympia, Washington 98505

Policy Approval Form

This is the official approval form for College Policies and Procedures. When completed and signed, this form will reside with the finalized policy. Completed and approved policies will be posted on the College Policies Web site (www.evergreen.edu/policies).

(Proposed) Policy Title: **Title IX Policy and Procedures**

Policy Steward: Connie Gardner, Title IX Coordinator

Summary of New Policy/Changes for Updated Policy

The Department of Education released Title IX Regulations on May 6, 2020, for an implementation date of August 14, 2020 for all higher education institutions. This is a new Policy, meaning there are no tracked changes. This policy will replace the Sexual Harassment and Misconduct Policy from 2015.

The Title IX Policy and Procedures outlines all that is needed from the Regulations: the first part of the Policy discusses jurisdiction, definitions, Responsible Employees, how to report sexual harassment, and the rights of parties. This section of the policy and procedure outlines who can report sexual harassment, what is Title IX, and who to report to. It also outlines what happens once Evergreen receives a report of Title IX and the options that an individual who has experienced sex discrimination has.

Appendix A of the Policy and Procedure focus on the disciplinary procedures for complaints against students. This Appendix is consistent with the procedures outlined in the Student Code of Rights and Responsibilities, and outline the investigation and live hearing requirement within the Title IX Regulations.

Appendix B of the Policy and Procedure focus on the disciplinary procedures for complaints against employees. This Appendix is written and referred to by the Non-Discrimination Policy, and the Collective Bargaining Agreements for represented employees. This disciplinary procedure outline the investigative process and the live hearing process, which is the same as the process for all.

Full Policy must be attached.

Consultation in the Development of this Policy:

Given the Regulatory nature of this policy, the Evergreen Title IX Policy and Procedure was drafted by Aileen Miller, AAG, and other AAGs in the Washington State Attorney General's Office. Title IX Coordinator Connie Gardner edited the policy to fit Evergreen's processes. The policies were continually discussed and edited by Lori Johnson, Director of Student Rights and Responsibilities, and Lorie Mastin, Affirmative Action and Equal Opportunity Officer. Discussions related to the Collective Bargaining Agreements were had with Trevor Speller and Laurel Uznanski, Associate Vice President for Human Resource Services.

This policy has been finalized by Connie Gardner and Aileen Miller, and adheres to the Department of Education's Title IX Regulations.

Date of Senior Leadership Meeting when policy or revision was approved: August 12, 2020

Date Policy posted to Web: August 13, 2020