

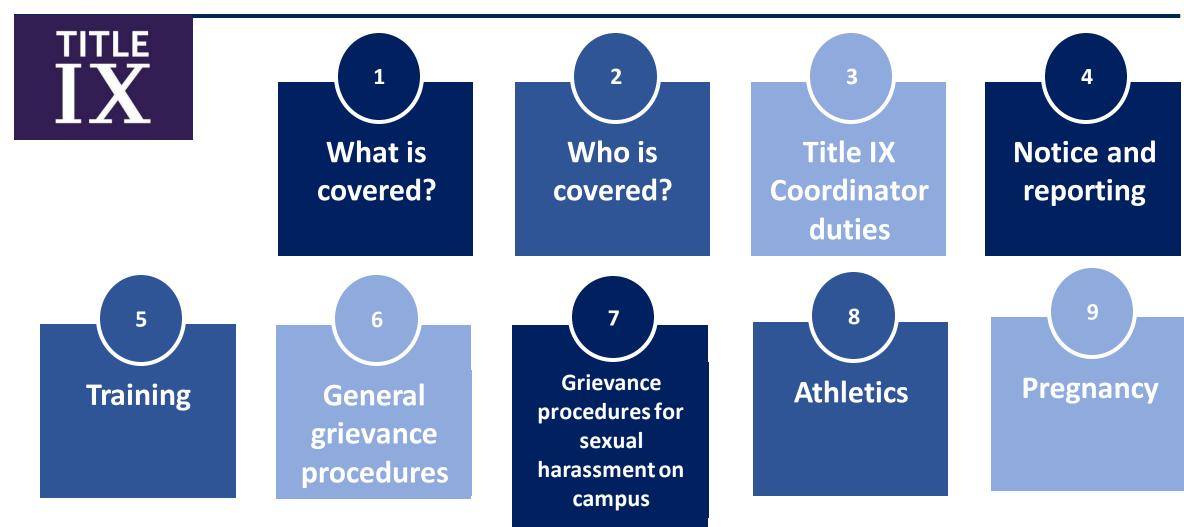
Title IX Regulations

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Agenda: The Title IX Top Nine





What Is Covered?



All forms of sex discrimination

- Sexual harassment (broader definition)
- Sexual violence
- Sexual orientation and gender identity discrimination
- Family status and pregnancy
- Retaliation

Expanded geographic scope



Who Is Covered?





Students



Third parties



Employees



Current religious exemptions apply



Title IX Coordinator Duties



Lots of responsibilities



- Notify about grievance procedures and informal resolution
- Initiate complaints
- Supportive measures
- Respond to reports by employees



Notice and Reporting



Differ depending on employee involved



Non-confidential
employees with
responsibility for
administrative
leadership, teaching,
advising or instituting
corrective measures





Training





Differs depending on category of employee



Must occur promptly upon hiring or change of position that alters Title IX duties and annually thereafter



Materials must be made available for inspection upon request



General Grievance Procedures



Must be prompt, equitable, free from conflict or bias, protect privacy

Evidentiary, notice, and dismissal rules apply

Single-investigator model and informal resolution allowed

Process to assess credibility required

Preponderance of the evidence standard, with one exception



General Grievance Procedures for Sexual Harassment on College Campuses



Procedures apply to student complainants and respondents

Additional requirements about notice, dismissal, investigations, access to evidence apply

Option to provide live hearing available, with lots of rules around questioning parties and witnesses

Appeals process required



Athletics



1 Not addressed in regulations

2 De minimis harm standard does not apply



Pregnancy



Covers termination and lactation

Lactation rooms required

Treat like other temporary medical conditions

Requires reasonable modifications, including voluntary leave of absence

Limits on documentation

Title IX Coordinator involvement



Resources





Title IX Regulations Update

News

NAICU Tools

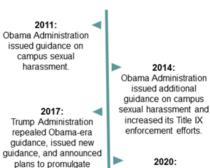
ED Resources

Archives

Shortly after taking office, President
Biden directed the Department of Education to
conduct a comprehensive review of the
agency's Title IX regulations, guidance, and
related policies.

The Education Department released the longawaited final regulations on April 19, significantly expanding the scope of Title IX's

Title IX Timeline 2011-2024





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EXECUTIVE SUMMARY OF TITLE IX REGULATIONS FINAL REGULATIONS RELEASED APRIL 19, 2024

The Biden Administration's long-awaited <u>final Title IX regulations</u> have been released and go into effect on August 1.

In general, the new regulations significantly expand the scope of Title IX to cover all forms of sex-based discrimination, including sexual harassment and discrimination on the basis of sexual orientation and



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TECHNICAL SUMMARY OF TITLE IX REGULATIONS FINAL REGULATIONS RELEASED APRIL 19, 2024

Overview

The Department of Education released <u>final Title IX regulations</u> on April 19, 2024. The new rules, which differ from both the Obama-era guidance and the Trump Administration's <u>regulations</u>, remove some requirements that apply to colleges and universities while adding new ones in their place. In general, the



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Questions