

**POLICY TITLE:** Title IX – Sexual Harassment Grievance Procedure

**POLICY OWNER:** Title IX Coordinator

---

## Table of Contents

Purpose .....	4
Overview .....	4
Scope.....	4
Reporting.....	4
Notice/Complaint .....	6
Collateral Misconduct .....	6
Statement of the Parties’ Rights.....	6
Initial Assessment .....	8
Referral or Dismissal.....	9
Supportive Measures .....	9
Filing of a Formal Complaint .....	10
Dismissal of Formal Complaint.....	10
Appeal of Dismissal.....	11
Referral to Another Process .....	11
Violence Risk Assessment .....	12
Emergency Removal/Interim Suspension of a Student .....	12
Placing an Employee on Leave.....	13
Right to an Advisor.....	13
Who Can Serve as an Advisor?.....	14
Advisor’s Role in Meetings and Interviews .....	14
Pre-Interview Meetings.....	15
Advisor’s in Hearing/NWTC-Appointed Advisors.....	15
Advisor Violations of NWTC Policy.....	15
Sharing Information with the Advisor .....	15
Privacy of Records Shared with Advisor .....	16

Expectations of the Parties with Respect to Advisors .....	16
Informal Resolution .....	16
Informal Resolution: Alternative Resolution .....	18
Respondent Accepts Responsibility for Alleged Violations .....	19
Formal Resolution .....	19
Pool Member Roles .....	19
Pool Member Appointment .....	20
Notice of Investigation and Allegations .....	20
Timeline of Formal Grievance Process .....	21
Accommodations and Support in the Grievance Process .....	22
Ensuring Impartiality .....	22
Investigation .....	22
Role of the Title IX Coordinator During the Investigation .....	24
Witness Role and Participation in the Investigation .....	24
Interview Recording .....	24
Evidentiary Rules and Relevance .....	25
Referral to a Hearing .....	25
Hearing Notice .....	26
Alternative Hearing Participation Option .....	27
Pre-Hearing Meetings .....	27
Hearing Procedures .....	28
Joint Hearings .....	28
Investigator Presentation of Final Investigation Report .....	28
Testimony and Questioning .....	29
Evidentiary Considerations .....	29
Allegations of Bias or Conflict of Interest Raised at Hearing .....	30
Refusal to Submit to Questioning and Inferences .....	30
Respondent Admits Responsibility .....	31
Hearing Recordings .....	31

Deliberation .....	31
Notice of Outcome / Written Determination .....	32
Sanctions .....	33
Student Sanctions .....	33
Student Group and Organization Sanctions .....	34
Employee Sanctions/Responsive/Corrective Actions .....	34
Long-Term Remedies/Other Actions .....	35
Failure to Comply with Sanctions and/or Responsive Actions .....	36
Withdrawal or Resignation Before Complaint Resolution .....	36
Students .....	36
Employees .....	37
Appeal.....	37
Appeal Grounds.....	37
Sanction Status During the Appeal .....	39
Appeal Considerations .....	39
Revision of these Procedures .....	40
Recordkeeping.....	40
Revision History .....	41

## Purpose

NWTC is committed to providing a workplace and educational environment, including the many benefits, programs, and activities it offers its Students and Employees, free from Sexual Harassment in any form. To ensure compliance with applicable federal and state laws and regulations, including, without limitation, Title IX of the Education Amendments Act of 1972 and its implementing regulations (Title IX), and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational enterprise, NWTC has developed and enacted this Procedure that provides a prompt, fair and impartial process to make clear that Sexual Harassment, alleged or proven, will not be tolerated.

## Overview

When NWTC has Actual Knowledge of conduct that potentially constitutes Sexual Harassment under NWTC's Title IX – Sexual Harassment Policy (the Policy), NWTC will respond in accordance with the Procedure below.<sup>1</sup> Actual Knowledge means notice of Sexual Harassment or allegations of Sexual Harassment to NWTC's Title IX Coordinator or any official of NWTC who has authority to institute corrective measures on behalf of NWTC. Respondent

If you believe you are experiencing retaliation, please submit a report [online](#). Retaliation concerns will be addressed through other applicable college policies and procedures.

## Scope

This Procedure is only applicable to alleged Sexual Harassment that occurs after August 14, 2020. For alleged incidents of Sexual Harassment occurring prior to August 14, 2020, the policy and procedures in place at the time of the alleged incident apply. Applicable versions of those policies and procedures are available from the Title IX Coordinator.

## Reporting

NWTC designates all Employees (including Students who are also employed by NWTC), unless identified as Confidential Resources, as Mandated Reporters expected to promptly report all known details of actual or suspected Sexual Harassment to the Title IX Coordinator/Deputy Coordinator or by completing an incident report online. Failure of an Employee designated as a Mandated Reporter to report an incident may be considered a violation of College policy and can be subject to disciplinary action.

---

<sup>1</sup> NWTC's Title IX Grievance Procedure and a glossary of definitions of terms referenced in this Policy may be accessed may be accessed online through [NWTC's Sexual Harassment and Title IX webpage](#).

NWTC strongly encourages reporting Sexual Harassment. If you believe you have experienced Sexual Harassment, you may report it using any of the following options:

File a Formal Complaint with, or give verbal notice to:

- **Title IX Coordinator:** Dawn Rentmeester [dawn.rentmeester@nwtc.edu](mailto:dawn.rentmeester@nwtc.edu) | (920) 498-6932
- **Title IX Deputy Coordinator:** Kelly Schumacher [kelly.schumacher@nwtc.edu](mailto:kelly.schumacher@nwtc.edu) | (920) 498-6390 or
- Email [TitleXInfo@nwtc.edu](mailto:TitleXInfo@nwtc.edu)
- Report online using the reporting form posted [online](#).

Such a report may be made at any time, including during non-business hours, by using the telephone number or email address, by mail to the Green Bay campus main office addressed to a Title IX Coordinator, or online. Knowingly making false statements/reports, including knowingly submitting false information at any time during the process, is prohibited.

At any point in time, a Student or Employee has the right to explore issues involving Sexual Harassment with any of the following external resources:

#### **State of Wisconsin Department of Workforce Development – Equal Rights Division**

##### **Madison Office**

- 201 E. Washington Avenue Room 100
- PO Box 8928
- Madison, WI 53708
- (608) 266-6860

##### **Milwaukee Office**

- 816 N. 6th Street Room 723
- Milwaukee, WI 53203
- (414) 227-4384

#### **U.S. Equal Employment Opportunity Commission**

Milwaukee Area Office Reuss Federal Plaza

- 310 W. Wisconsin Avenue, Suite 500
- Milwaukee, WI 53203
- (800) 669-4000

#### **US Department of Education – Office of Civil Rights**

##### **Main Office**

- 400 Maryland Avenue, SW Washington, D.C. 20202-1100
- Customer Service Hotline: (800) 421-3481
- TDD: (877) 521-2172
- Email: [OCR@ed.gov](mailto:OCR@ed.gov)
- <http://www.ed.gov/ocr>

##### **Denver Office**

- U.S. Department of Education Cesar E. Chavez Memorial Building 1244 Speer Boulevard, Suite 301
- Denver, CO 80204-3582
- (303) 844-5695 | TDD: (800) 877-8339
- Email: [OCR.Denver@ed.gov](mailto:OCR.Denver@ed.gov)

## Notice/Complaint

When NWTC has Actual Knowledge of conduct that may constitute Sexual Harassment under NWTC's Title IX Policy, the Title IX Coordinator or its designee will respond in a manner that is not deliberately indifferent and will initiate a prompt initial evaluation to determine NWTC's next steps. The Title IX Coordinator or its designee will contact the individual who is alleged to be the victim of conduct that could constitute Sexual Harassment (Complainant) to provide information regarding NWTC's Title IX Policy, explain the process for filing a Formal Complaint and to offer Supportive Measures.

## Collateral Misconduct

Collateral misconduct is defined to include potential violations of other NWTC policies not incorporated into the Policy on Title IX – Sexual Harassment that occur in conjunction with alleged Sexual Harassment, or that arise through the course of the investigation.

When the alleged collateral misconduct is sufficiently related to the underlying Title IX allegations or arises directly from the investigation of those allegations, the collateral allegations may be charged along with potential violations of the Policy on Title IX – Sexual Harassment and resolved jointly under these Procedures. In such circumstances, the Title IX Coordinator or designee may consult with NWTC officials who typically oversee such conduct (e.g., Talent & Culture, Student Conduct/CARE) to solicit input as needed regarding appropriate charges. In such circumstances, the Parties will receive written notice of any collateral allegations being considered, including identification of the specific NWTC policies allegedly violated. Any collateral misconduct allegations resolved under these Procedures will be subject to the same procedural protections applicable to the Title IX grievance process, including notice, an opportunity to respond, and impartial adjudication.

NWTC retains discretion to determine whether collateral misconduct will be resolved jointly under these Procedures or separately under other applicable institutional policies, consistent with fairness and due process. All other allegations of misconduct not resolved jointly under these Procedures will typically be addressed separately through procedures described in the applicable Student or Employee handbook.

## Statement of the Parties' Rights

To ensure the rights of individuals involved in a matter alleging Sexual Harassment, this Procedure will:

- Treat Complainants and Respondents equitably.
- 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.

- Provide an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence.
- Ensure that any individual designated by NWTC as a Title IX Coordinator, Investigator, Decision-maker, or any person designated by NWTC 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.
- 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.
- 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.
- Provide notice of allegations of Sexual Harassment potentially constituting Sexual Harassment, 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 know, the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident, if known.
- Provide timely written notice of any additional allegations.
- Notify Complainant and Respondent that they have the right to an Advisor who may, but is not required to be, an attorney and that NWTC will appoint an Advisor if they do not have one.
- Provide opportunity for appeal in accordance with the Title IX Policy.
- Inform the Complainant and Respondent in advance of any NWTC public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- Protect all personally identifiable information protected from NWTC’s release to the public without consent, except to the extent permitted by law.
- Treat Complainant and Respondent with respect.
- Not discourage individuals from reporting Sexual Harassment, retaliation, and other prohibited behavior to both on-campus and off-campus authorities.
- Notify Complainant of law enforcement authorities, with or without the assistance of NWTC.
- Inform about available Supportive Measures, such as counseling, advocacy, health care, Student financial aid, , and/or other services, both on-campus and in the community.
- Provide Complainant and Respondent 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 the conclusion of the investigation.

- Provide Complainant and Respondent at least ten (10) days to submit a written response, which the Investigator will consider prior to completion of the investigative report.
- Provide a copy of the Final Investigation Report, to the Complainant and Respondent at least ten (10) days prior to the hearing and make all evidence available at the hearing.
- Provide a live hearing with a decisionmaker at which each Party's Advisor is permitted to ask the other Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility.
- Issue a written decision simultaneously to the Complainant and Respondent which identifies the alleged conduct, describes the procedural steps taken from the receipt of the Formal Complaint to the hearing, includes findings of fact and a conclusion of responsibility.
- Include opportunity for appeal on the grounds set forth in the Title IX Policy.
- Allow a Party to petition that any NWTC representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
- Allow Parties to be able to select an Advisor of their choice to accompany and assist the Party in all meetings and/or interviews associated with the Resolution Process.
- Apply the standard of proof, preponderance of the evidence ("more likely than not"), to make a Finding and Final Determination after an objective evaluation of all relevant and permissible evidence.
- Provide the Parties the opportunity to be present, including presence via remote technology with approval of Title IX Coordinator or designee, during all testimony given and evidence presented during any hearing.
- Allow a Party to submit an impact and/or mitigation statement to be considered by the Decision-maker following a determination of responsibility for any allegation, but prior to sanctioning.
- Promptly inform the Parties of any opportunity for Informal Resolution once a Formal Complaint is filed. NWTC retains the right to determine whether the Informal Resolution process is appropriate.

## Initial Assessment

Upon receipt of a report, the Title IX Coordinator (or designee) conducts an Initial Assessment of the alleged conduct. The purpose of the Initial Assessment is to determine:

1. Whether the alleged conduct, if proven, would constitute Title IX Sexual Harassment.
2. Whether NWTC has jurisdiction under Title IX, including:
  - Whether the conduct allegedly occurred within NWTC's Education Program or Activity;

- Whether NWTC has substantial control over the Respondent and the context in which the conduct allegedly occurred;
- Whether the conduct occurred against a person in the United States; and
- Whether, at the time of filing a Formal Complaint, the Complainant is participating in or attempting to participate in NWTC’s Education Program or Activity.

## Referral or Dismissal

If the alleged conduct would not constitute Title IX Sexual Harassment or falls outside Title IX jurisdiction, the matter will be dismissed for purposes of this Procedure and may be referred to another NWTC policy or process, as appropriate (see “[Referral to Another Process](#)”).

## Supportive Measures

Regardless of whether a Formal Complaint is filed, the Title IX Coordinator will:

- Promptly contact the Complainant;
- Discuss the availability of Supportive Measures;
- Consider the Complainant’s wishes regarding Supportive Measures; and
- Implement appropriate Supportive Measures designed to restore or preserve equal access to NWTC’s Education Program or Activity without unreasonably burdening the other Party.

Supportive Measures under Title IX are non-disciplinary, individualized services offered to ensure equal access to education, maintain safety during the grievance process, or deter Sexual Harassment. These measures are provided to both Complainants and Respondents involved in a Title IX matter, regardless of whether a Formal Complaint is filed. Supportive Measures are designed to protect the Parties’ educational opportunities while minimizing disruption and preventing retaliation. They remain in place for as long as necessary, based on ongoing assessment of the situation and the needs of the individuals involved.

Examples of potential Supportive Measures:

- A NWTC-implemented no-contact order or a no-trespass order against a non-affiliated third party when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct.
- Be informed of available assistance in changing academic, and/or employment situations after an alleged incident of Sexual Harassment, sex discrimination, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either institutional or criminal, needs to occur for this option to be available. Such actions may include, but are not limited to:
  - Changing an Employee’s work environment (e.g., reporting structure, office/workspace relocation)
  - Rescheduling or adjusting an exam, paper, and/or assignment

- Receiving an incomplete in, or a withdrawal from, a class (may be retroactive)
- Transferring class sections
- Temporary withdrawal/leave of absence (may be retroactive)
- Campus safety escorts
- Alternative course completion options

## Filing of a Formal Complaint

The Title IX Coordinator will determine whether the Complainant wishes to file a Formal Complaint and will assist in doing so if requested.

If the Complainant does not wish to file a Formal Complaint, the Complainant's wishes with respect to whether NWTC investigates should be respected unless the Title IX Coordinator determines that signing a Formal Complaint to initiate an investigation over the wishes of the Complainant is not clearly unreasonable in light of the known circumstances. The Title IX Coordinator will evaluate whether to sign a Formal Complaint in order to initiate a grievance process when:

- A violence risk assessment indicates a compelling threat to health or safety; or
- Other circumstances warrant institutional action to ensure compliance with Title IX.

The Title IX Coordinator's decision to sign a Formal Complaint does not make the Title IX Coordinator a Complainant or otherwise a Party to the matter.

## Dismissal of Formal Complaint

### 1. Mandatory Dismissal (Jurisdictional)

NWTC must dismiss a Formal Complaint, or any allegations therein, for purposes of Title IX, if the alleged conduct:

1. Would not constitute Sexual Harassment as defined in the 2020 Title IX Regulations and NWTC's Title IX Policy, even if proven;
2. Did not occur in NWTC's Education Program or Activity;
3. Did not occur against a person in the United States; or
4. At the time of filing the Formal Complaint, the Complainant was not participating in or attempting to participate in NWTC's Education Program or Activity.

A dismissal under this section is procedural and does not constitute a determination regarding the merits of the allegations or a finding of responsibility.

A dismissal under Title IX does not preclude NWTC from addressing the alleged conduct under another institutional policy, code of conduct, or procedure.

Supportive Measures remain available to the Parties regardless of dismissal.

## 2. Discretionary Dismissal

NWTC may dismiss a Formal Complaint, or any allegations therein, at any time during the investigation or hearing, if:

1. The Complainant notifies the Title IX Coordinator in writing that they wish to withdraw the Formal Complaint or any allegations therein;
2. The Respondent is no longer enrolled in or employed by NWTC; or
3. Specific circumstances prevent NWTC from gathering evidence sufficient to reach a determination regarding responsibility.

In exercising discretionary dismissal authority, NWTC will consider its obligation to provide a safe and nondiscriminatory educational environment.

If the Complainant requests withdrawal, the Title IX Coordinator will assess whether signing a Formal Complaint is nonetheless necessary to address a potential ongoing threat to the community.

## 3. Notice of Dismissal

Upon dismissal of a Formal Complaint or any allegations therein, NWTC will promptly provide written notice to the Parties that includes:

- The basis for the dismissal;
- A statement that the dismissal does not constitute a determination on the merits; and
- Notice of the right to appeal.

## Appeal of Dismissal

The dismissal of a Formal Complaint or any allegations therein—whether mandatory or discretionary—is appealable by either Party (see “Appeal”).

## Referral to Another Process

Following the Initial Assessment of an allegation or Formal Complaint under the Title IX Sexual Harassment Grievance Procedure, the Title IX Coordinator may determine that the reported conduct does not meet the jurisdictional or definitional requirements of Title IX.

In such cases, the complaint will be dismissed under Title IX but may be referred to another institutional process for review and resolution. These processes may include, but are not limited to:

- Student Conduct
- Employee Conduct
- Nondiscrimination & Anti-Harassment

The Parties will be notified in writing of this dismissal under Title IX and informed of the alternative process to which the matter has been referred. NWTC will ensure that the referred process is equitable, prompt, and appropriate to the nature of the allegation, and the Complainant retains access to Supportive Measures throughout.

## Violence Risk Assessment

In certain circumstances, the Title IX Coordinator may initiate a violence risk assessment in consultation with appropriate NWTC CARE/Conduct personnel to evaluate potential threats to the health or safety of the campus community.

A violence risk assessment is an administrative tool used solely to inform safety planning and procedural decisions such as emergency removal, interim measures, or whether the Title IX Coordinator should sign a Formal Complaint.

The violence risk assessment process is separate from the Grievance Procedure and does not determine responsibility for alleged Title IX violations.

## Emergency Removal/Interim Suspension of a Student

NWTC may remove a Student who is a Respondent in a Title IX matter on an emergency basis or impose an interim suspension after 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 under the Title IX Policy, justifies such action. Emergency removal or interim suspension is temporary, non-disciplinary, and does not constitute a determination of responsibility.

When an emergency removal or interim suspension is imposed, in whole or in part, the affected Student will receive prompt written notice of the action, including the specific rationale for the decision and information regarding the right to challenge the removal or suspension. The Student may challenge the emergency removal or interim suspension within two (2) business days of the notice through a written submission. The written submission should be sent to the Title IX Coordinator and should address whether:

- The individualized safety and risk analysis was properly conducted;
- The determination of an immediate threat to physical health or safety was reasonable based on the available information; or
- The removal is disproportionate to the identified threat or otherwise inconsistent with applicable law (including any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act, or the Americans with Disabilities Act, as relevant)

Upon receipt of a timely challenge, the Title IX Coordinator or designee will meet with the Student (and their Advisor, if desired) as soon as reasonably possible to allow the Student to show cause why the removal or suspension should not be implemented, should be modified, or should be lifted. This meeting is not a hearing on the merits of the underlying allegations; it is an administrative review limited to the appropriateness of the removal or suspension based on current safety considerations.

If the Student does not request a challenge meeting within two (2) business days, objections to the emergency removal or interim suspension will be deemed waived. A Student may later request a review if circumstances related to the immediacy or seriousness of the threat have changed. A Complainant and their Advisor may be permitted to provide input in such a review if the Title IX Coordinator or designee determines it is equitable.

The Respondent may provide information, including expert reports, witness statements, communications, or other documentation, for consideration prior to or during the meeting. When applicable, a Complainant may also provide information to the Title IX Coordinator or designee for review.

An emergency removal or interim suspension may be affirmed, modified, or lifted based on the review or as new information becomes available. The Title IX Coordinator or designee will communicate the final decision in writing, typically within three (3) business days of the review meeting.

## Placing an Employee on Leave

When the Respondent is an Employee, NWTC may place the Respondent on administrative leave pending the completion of the Grievance Process.

## Right to an Advisor

The Parties may each have an Advisor of their choice (friend, mentor, family member, attorney, or any other individual a Party chooses) present with them for all meetings, interviews within the Resolution Process, including intake. The Parties may select whomever they wish to serve as their Advisor as long as the Advisor is eligible and available.

Choosing an Advisor who is also a witness in the process creates potential for bias and conflict of interest. A Party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the hearing Decision-maker(s).

NWTC may permit Parties to have more than one Advisor, or an Advisor and a support person, upon special request to the Title IX Coordinator or its designee. The decision to grant this request is at the Title IX Coordinator or its designee's sole discretion and will be granted equitably to all Parties.

## Who Can Serve as an Advisor?

The Advisor may be a friend, mentor, family member, attorney, or any other individual a Party chooses to advise, support, and/or consult with them throughout the Resolution Process. The Parties may choose Advisors from inside or outside of the NWTC community.

The Title IX Coordinator or its designee will offer to assign a trained Advisor to any Party if the Party chooses. If the Parties choose an Advisor from the Pool available from NWTC, the Advisor will have been trained by NWTC and are familiar with the NWTC's Resolution Process.

If the Parties choose an Advisor from outside the Pool of those identified by NWTC, the Advisor may not have been trained by the NWTC and may not be familiar with NWTC policies and procedures.

Parties also have the right to choose not to have an Advisor in the initial stages of the Resolution Process, prior to a hearing.

## Advisor's Role in Meetings and Interviews

The Parties may be accompanied by their Advisor to any meeting or interview at which the Party is entitled to be present, including intake meetings and investigative interviews.

During meetings and interviews that occur prior to a live hearing:

- Advisors may provide support and consultation to their advisee.
- Advisors may confer privately with their advisee during the meeting or interview, consistent with NWTC's procedures.
- Advisors may assist their advisee in preparing for meetings and interviews.

Advisors may not:

- Speak on behalf of the party during meetings or interviews;
- Answer questions directed to the party;
- Present evidence or arguments on behalf of the party; or
- Otherwise disrupt or delay the Resolution Process.

Parties are expected to respond directly to questions and provide information on their own behalf throughout the investigation phase of the Grievance Process.

NWTC cannot guarantee equal Advisory resources. If one Party selects an Advisor who is an attorney, NWTC is not obligated to provide an attorney or equivalent representative to the other Party. All Advisors, including attorneys, are subject to the same role limitations and expectations under this Policy.

At a live hearing, Advisors will be permitted to conduct cross-examination of the other Party and witnesses. Cross-examination must be conducted directly, orally, and in real time by the Party's Advisor and never by the Party personally.

## Pre-Interview Meetings

Advisors and their advisees may request to meet with the Investigator(s) conducting interviews/meetings in advance of these interviews or meetings. This pre-meeting allows Advisors to clarify and understand their role and NWTC's policies and procedures.

## Advisor's in Hearing/NWTC-Appointed Advisors

At the hearing, Advisors will be permitted to ask the other Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the hearing must be conducted directly, orally, and in real time by the Party's Advisor of choice and never by a Party personally.

## Advisor Violations of NWTC Policy

All Advisors, including attorneys, are subject to NWTC's policies and procedures. Advisors are expected to advise their advisees without disrupting the Grievance Process including the live hearing.

- Parties (Complainant / Respondent) are expected to respond to questions and provide information on their own behalf throughout the investigation and hearing phases of the Grievance Process.
- Advisors may ask questions on behalf of their advisee during the live hearing, including cross-examination.
- Advisors may consult privately with their advisee at any point during the investigation or hearing.

Any Advisor who oversteps their role as defined by the Policy will be warned. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor role, the meeting/interview/hearing may be ended, or other appropriate measures implemented..

## Sharing Information with the Advisor

NWTC expects that the Parties may wish to have NWTC share documentation and evidence related to the allegations with their Advisors.

NWTC will provide a consent form that authorizes NWTC to share such information directly with a Party's Advisor. A Party must complete and submit this form to the Title IX Coordinator or designee or provide similar documentation demonstrating consent to a release of information to the Advisor before NWTC is able to share records with an Advisor.

## Privacy of Records Shared with Advisor

Consistent with restrictions under applicable state and federal law, Advisors are expected to maintain the confidentiality of the records NWTC shares with them. Advisors may not disclose any NWTC work product or evidence NWTC obtained solely through the Resolution Process for any purpose not explicitly authorized by NWTC.

NWTC may restrict the role of any Advisor who does not respect the sensitive nature of the process or who fails to abide by NWTC's confidentiality expectations.

## Expectations of an Advisor

NWTC generally expects an Advisor to adjust their schedule to allow them to attend NWTC meetings/interviews/hearings when planned, but NWTC may change scheduled meetings/interviews/hearings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

NWTC may also make reasonable provisions to allow an Advisor who cannot be present in person to attend a meeting/interview/hearing by telephone, video conferencing, or other similar technologies.

All Advisors are subject to the same NWTC policies and procedures, regardless of whether they are attorneys or whether they are selected by a Party or appointed by NWTC. Advisors are expected to support and advise their advisees without disrupting the proceedings.

## Expectations of the Parties with Respect to Advisors

A Party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout. Parties are expected to provide the Title IX Coordinator or its designee of the identity of their Advisor at least two (2) business days before the date of their first meeting with Investigators. If a meeting must be scheduled sooner than two (2) business days, the Party should provide this information as soon as possible.

## Informal Resolution

There are two ways to proceed with a Formal Complaint: Informal Resolution or Formal Resolution.

NWTC reserves the right to determine when Informal Resolution may be appropriate. Informal Resolution shall not be used to resolve allegations where:

- An Employee is alleged to have sexually harassed a Student.

Eligibility and Procedure:

- Informal Resolution is voluntary and may occur only after a Formal Complaint has been filed.
- Informal Resolution requires the voluntary, written consent of all Parties.
- NWTC may offer Informal Resolution at any time prior to reaching a determination regarding responsibility, except that it may not be offered after a live hearing has concluded.
- Any Party may withdraw from Informal Resolution at any time prior to agreeing to a resolution; upon withdrawal, the Formal Grievance Process will resume.

To initiate Informal Resolution, a Complainant must submit a Formal Complaint, as defined above. A Respondent who wishes to initiate Informal Resolution should contact the Title IX Coordinator or its designee at any time prior to a final determination. NWTC will obtain voluntary, written confirmation that all Parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the Parties to participate in Informal Resolution.

Before initiation of an Informal Resolution process, NWTC will provide the Parties with a Notice of Investigation and Allegations (NOIA) that explains:

- The specific allegations;
- The requirements of the Informal Resolution process;
- That participation is voluntary and requires written consent of both Parties;
- That any Party has the right to withdraw from the Informal Resolution process at any time prior to agreeing to a resolution and resume the Formal Grievance Process;
- That agreement to a resolution at the conclusion of the Informal Resolution process will preclude the Parties from initiating or resuming a Formal Resolution Process arising from the same allegations;
- The potential terms that may be requested or offered in an Informal Resolution agreement;
- That an Informal Resolution agreement is binding only on the Parties; and
- What information NWTC will maintain and whether and how such information may be disclosed for purposes permitted under federal or state law.

Parties should carefully consider these potential consequences before participating in Informal Resolution. The Title IX Coordinator or designee will review these points and answer questions to ensure informed consent.

Two options for Informal Resolution are detailed in this section:

1. **Alternative Resolution.** When the Parties agree to resolve the matter through an alternative resolution mechanism (which could include, but is not limited to, mediation, shuttle negotiation, restorative practices, facilitated dialogue, etc.), as described below. (See Alternative Resolution Approaches)
2. **Accepted Responsibility.** When the Respondent is willing to accept responsibility for violating NWTC's Title IX – Sexual Harassment Policy and is willing to agree to actions that will be enforced

similarly to sanctions, and the Complainant(s) and NWTC are agreeable to the resolution terms. (See [Respondent Accepts Responsibility for Alleged Violations](#))

The individual facilitating an Informal Resolution must be trained and cannot be the Investigator, Decision- maker, or Appeal Decision-maker.

Parties will not be required to participate in an Informal Resolution process. In addition, any Party participating in Informal Resolution can withdraw from the Informal Resolution Process at any time and initiate or resume the Formal Hearing Resolution Process.

The Parties may agree, as a condition of engaging in Informal Resolution, on what statements made or evidence shared during the Informal Resolution process will not be considered in the Hearing Process, should Informal Resolution not be successful, unless agreed to by all Parties.

If an investigation is already underway, the Title IX Coordinator or its designee has discretion to determine if an investigation will be paused, if it will be limited, or if it will continue during the Informal Resolution process.

## Informal Resolution: Alternative Resolution

Alternative Resolution may include mediation, restorative practices, facilitated dialogue, etc. by which the Parties reach a mutually agreed upon resolution of a complaint. All Parties must consent to the use of an Alternative Resolution approach.

The Title IX Coordinator or its designee may consider the following factors to assess which form of Alternative Resolution may be most successful for the Parties, and may choose to highlight one or more of the following to the Parties:

- Likelihood of potential resolution, considering any power dynamics between the Parties
- The nature and severity of the alleged misconduct
- The Parties' motivation to participate
- Civility of the Parties
- Results of a violence risk assessment/ongoing risk analysis
- Respondent's disciplinary history
- Whether an emergency removal or other interim action is needed
- Goals of the Parties

Parties do not have the authority to stipulate restrictions or obligations for individuals or groups that are not involved in the Informal Resolution process. The Title IX Coordinator or its designee will determine whether additional individual or community remedies are necessary to meet the institution's compliance obligations in addition to the Informal Resolution.

The Title IX Coordinator or its designee maintains records of any resolution that is reached and will provide notification to the Parties of what information is maintained. Failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions (e.g., dissolution of the Agreement and resumption of the Formal Resolution Process, referral to the conduct process for failure to comply, application of the enforcement terms of the Agreement, etc.). The results of Complaints resolved by Informal Resolution are not appealable.

## Respondent Accepts Responsibility for Alleged Violations

The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the Grievance Process. If the Respondent indicates an intent to accept responsibility for all of the alleged misconduct, the formal process will be paused, and the Title IX Coordinator or designee determine whether Informal Resolution can be used according to the criteria above.

If Informal Resolution is applicable, the Title IX Coordinator or designee will determine whether all Parties and NWTC are able to agree on responsibility, restrictions, and/or remedies. If so, the Title IX Coordinator or designee implements the accepted finding that the Respondent is in violation of NWTC policy and implements agreed-upon restrictions and remedies and determines the appropriate sanction(s) in coordination with other appropriate administrator(s), as necessary.

This result is not subject to appeal once all parties indicate their written assent to all agreed upon resolution terms. When the parties cannot agree on all terms of resolution, the Formal Grievance Process will resume at the same point where it was paused.

When a resolution is accomplished, the appropriate sanction(s) or responsive actions will be promptly implemented to effectively stop the Sexual Harassment, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

## Formal Resolution

The other way to proceed with a Formal Complaint, apart from Informal Resolution, is through Formal Resolution/Formal Grievance Process.

## Pool Member Roles

The Formal Grievance Process relies on a pool of administrators (the Pool) to carry out the process.

Members of the Pool are trained, and can serve in one of the following roles, at the discretion of the Title IX Coordinator or its designee:

- Appropriate intake of and initial guidance pertaining to Complaints
- Advisor to Parties

- Informal Resolution Facilitator
- Perform or assist with initial evaluation
- Investigator
- Hearing Facilitator
- Decision-maker for challenges to emergency removal
- Decision-maker
- Appeal of Dismissal Decision-maker
- Appeal Decision-maker

## Pool Member Appointment

The Title IX Coordinator or its designee, in consultation with senior administrators as necessary, appoints the Pool, which acts with independence and impartiality. Pool members are typically trained in a variety of skill sets and can rotate amongst the different roles listed above in different matters.

## Notice of Investigation and Allegations

Prior to an investigation, the Title IX Coordinator or its designee will provide the Parties with a detailed written Notice of Investigation and Allegations (NOIA). Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various allegations. For climate/culture investigations that do not have an identifiable Respondent, the NOIA will be sent to the department/office/program head for the area/program being investigated.

The NOIA typically includes:

- A meaningful summary of all allegations
- The identity of the involved Parties (if known)\*
- The precise misconduct being alleged\*
- The date and location of the alleged incident(s) (if known)\*
- The specific policies/offenses implicated\*
- A description of, link to, or copy of the applicable procedures\*
- A statement that the Parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence
- The name(s) of the Investigator(s), along with a process to identify to the Title IX Coordinator or its designee, in advance of the interview process, any conflict of interest that the Investigator(s) may have
- A statement that NWTC presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination\*

- A statement that determinations of responsibility are made at the conclusion of the process and that the Parties will be given an opportunity during the review and comment period to inspect and review all relevant evidence\*
- A statement that retaliation is prohibited
- Information about the confidentiality of the process, including that the Parties and their Advisors (if applicable) may not share NWTC work product obtained through the Resolution Process
- A statement that the Parties may have an Advisor of their choice who may accompany them through all steps of the Resolution Process\*
- A statement informing the Parties that the NWTC's Policy prohibits knowingly making false statements, including knowingly submitting false information during the Resolution Process\*
- Detail on how a Party may request disability accommodations during the Resolution Process
- An instruction to preserve any evidence that is directly related to the allegations

\*Required

Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address(es) of the Parties as indicated in official NWTC records, or emailed to the Parties' NWTC-issued email or designated accounts. Once mailed, emailed, and/or received in person, the notification will be presumptively delivered.

## Timeline of Formal Grievance Process

NWTC will make a good faith effort to complete the Formal Grievance Process within sixty to ninety (60-90) business days, including any appeals. This timeline may be extended as necessary for good cause by the Title IX Coordinator or its designee. The Parties will receive regular updates on the progress of the Formal Grievance Process, as well as notification and a rationale for any extensions or delays, and an estimate of how much additional time will be needed to complete the process.

If a Party or witness chooses not to participate in the Formal Grievance Process or becomes unresponsive, NWTC reserves the right to continue it without their participation to ensure a prompt resolution. Non-participatory or unresponsive Parties retain the rights outlined in this Procedure and the opportunity to participate in the Resolution Process.

NWTC action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

## Accommodations and Support in the Grievance Process

Anyone needing a disability-related accommodation to participate in a specific phase of the Formal Grievance Process should contact the Title IX Coordinator or its designee, who will work with disability support colleagues as appropriate to review the request and, in consultation with the person requesting the accommodation, determine which accommodations are appropriate and necessary for full process participation. Requests for disability-related accommodations should be made as soon as practicable and, when possible, no later than seven (7) calendar days from the date the individual receives notice that they are expected to participate in a specific phase of the Grievance Process (e.g., investigation interview, hearing, or appeal). Requests made after this timeframe will still be considered to the extent practicable.

## Ensuring Impartiality

The Formal Grievance Process involves an objective evaluation of all relevant and admissible evidence, Investigation Report Any individual materially involved in the administration of the Formal Grievance Process, including the Title IX Coordinator or its designee, Investigator(s), and Decision-maker(s), may neither have nor demonstrate a conflict of interest or bias for a Party generally, or for a specific Complainant or Respondent. The Title IX Coordinator or designee will vet all assigned Investigators, Decision-makers, and other involved personnel to ensure there are no actual or apparent conflicts of interest or disqualifying biases prior to their participation in the Resolution Process.

At any point during the Resolution Process, a Party may submit a written concern if they believe a materially involved individual has a conflict of interest or exhibits bias. The written concern should include the name of the individual in question, the specific facts or observations supporting the concern, and any supporting evidence, if available. The Title IX Coordinator or designee (or the Appeals Decision-maker, if the concern involves the Title IX Coordinator) will review the concern to determine whether it is reasonable and supportable. If the concern is substantiated, a replacement individual from the Pool will be assigned, and any impact on the process caused by the bias or conflict will be remedied.

## Investigation

All investigations will be adequate, thorough, reliable, impartial, prompt, and fair. Investigations generally include but are not limited to interviews with all Parties and witnesses, review of policies, and review of relevant disciplinary history and police reports.

The Title IX Coordinator or its designee will appoint an Investigator(s) upon initiation of the Formal Grievance Process. Investigators may be members of the Pool, or any other properly trained Investigator, whether internal or external to the NWTC community.

After an interview, Parties and witnesses will be asked to verify the accuracy of the recording, transcript, or summary of their interview. They may submit changes, edits, or clarifications. If the Parties or witnesses do not respond within the time period designated for verification, objections to the accuracy of the recording, transcript, or summary will be deemed to have been waived, and no changes will be permitted.

NWTC 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.

The Investigators typically take the following steps, if not already completed and not necessarily in this order:

- Determine the identity and contact information of the Complainant.
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all specific policies implicated.
- Assist the Title IX Coordinator or its designee, if needed, with conducting a prompt initial evaluation to determine if the allegations indicate a potential Policy violation.
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for the Parties and witnesses.
- When participation of a Party is expected, provide that Party with written notification of the date, time, and location of the meeting, as well as the expected participants and purpose.
- Interview the Complainant and the Respondent and conduct follow-up interviews with each, as necessary.
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary.
- Provide each interviewed Party and witness an opportunity to review and verify the Investigator's summary notes or transcript or recording of the relevant evidence/testimony from their respective interviews and meetings.
- Allow each Party the opportunity to suggest witnesses and questions they wish the Investigators to ask of another Party and/or witnesses. Document in the Investigation Report which questions were asked, with a rationale for any changes or omissions.
- Where possible, complete the investigation promptly and without unreasonable deviation from the intended timeline.
- Write a draft Investigation Report that gathers, assesses, and synthesizes the evidence, accurately summarizes the investigation and Party and witness interviews, and provides all relevant evidence.

- Provide the Parties and their respective Advisors an electronic copy of the draft Investigation Report as well as an opportunity to inspect and review all relevant evidence obtained as part of the investigation for a review and comment period of ten (10) business days so that each Party may meaningfully respond to the evidence. The Parties may elect to waive all or part of the review period.
- The Investigator may share the Investigation Report with the Title IX Coordinator or its designee and/or legal counsel for their review and feedback.

## Role of the Title IX Coordinator During the Investigation

The Title IX Coordinator is responsible for overseeing NWTC's compliance with Title IX and ensuring the prompt, equitable, and impartial investigation of Formal Complaints.

During the investigation phase, the Title IX Coordinator:

- Ensures that the investigation is implemented in accordance with Title IX regulations and NWTC policy;
- Assigns trained, impartial Investigator(s) and confirms they are free from conflicts of interest or bias;
- Monitors the investigation to ensure timeliness and procedural compliance;
- Provide the Parties with regular status updates throughout the investigation.
- Ensures that both Parties receive equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- Facilitates the provision of Supportive Measures, as appropriate;
- Maintains required documentation and records; and
- Addresses procedural questions that arise during the investigation.

## Witness Role and Participation in the Investigation

Employees (not including Complainant and Respondent) are required to cooperate with and participate NWTC's investigation process. Student witnesses and witnesses from outside the NWTC community cannot be required to participate but are encouraged to cooperate with NWTC's investigations.

Interviews may be conducted in person, via online video platforms or, in limited circumstances, by telephone. NWTC will take appropriate steps to ensure the security/privacy of remote interviews.

## Interview Recording

It is standard practice for Investigators to create records of all interviews pertaining to the Resolution Process (other than Informal Resolution meetings). Those interviewed will be provided with notes from these meetings to review and provide feedback to the Investigators. No unauthorized audio or video

recording of any kind is permitted during investigation meetings. All involved individuals should be made aware of audio and/or video recording.

## Evidentiary Rules and Relevance

The Investigators and the Decision-maker will only consider evidence that is deemed relevant and not otherwise impermissible.

Relevant evidence is that which may aid in determining whether the allegation occurred, or whether the behavior constitutes a violation of Policy.

Impermissible evidence is defined as evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless 1) evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct, or 2) is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent.

Previous disciplinary action of any kind involving the Respondent may not be considered unless there is an allegation of a pattern of misconduct. Such information may also be considered in determining an appropriate sanction upon a determination of responsibility. Barring a pattern allegation, this information is only considered at the sanction stage of the process and is not shared until then.

Within the limitations stated above, the investigation and determination can consider character evidence, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct.

Investigators are responsible for gathering and summarizing relevant evidence but do not make credibility determinations or findings of responsibility. Credibility determinations and findings regarding responsibility are made solely by the Decision-maker following the hearing.

## Referral to a Hearing

After the Investigation Report is shared with the Parties, the Title IX Coordinator or designee will refer the matter for a hearing.

The hearing cannot be held less than ten (10) business days from the conclusion of the investigation—when the final Investigation Report is transmitted to the Parties and the Decision-maker—unless all Parties and the Decision-maker agree to an expedited timeline.

The Title IX Coordinator or designee will submit a request for hearing, including a copy of the Investigation Report and all directly related evidence, to the Division of Hearings and Appeals (DHA), which will then assign an appropriate Decision-maker. The Decision-maker will not have had any previous

involvement with the Formal Complaint. The Title IX Coordinator may elect to have an alternate from the Pool sit in throughout the hearing process in the event that a substitute is needed for any reason.

Those who have served as Investigators will be witnesses in the hearing and therefore may not serve as Decision-makers. Those who are serving as Advisors for any Party may not serve as Decision-makers in that matter.

The Title IX Coordinator may not serve as a Decision-maker in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill the facilitator role. The hearing will convene at a time and venue determined by the Title IX Coordinator or designee.

## Hearing Notice

The Title IX Coordinator or its designee will send the Parties a Notice of Hearing with sufficient time for the Parties to prepare for the hearing, typically at least seven (7) business days prior to the hearing. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered. The hearing notice includes:

- **Alleged Violations:** Description of the alleged violation(s), policies allegedly violated, applicable hearing procedures, and potential sanctions/responsive actions.
- **Hearing Details:** Time, date, and location of the hearing.
- **Technology:** Description of any technology used to facilitate the hearing.
- **Separate Rooms Option:** Information on the option for Parties to be in separate rooms using technology to see and hear each other. Requests must be made to the Title IX Coordinator at least five (5) business days prior to the hearing.
- **Attendees:** List of all attendees and an invitation to object to any Decision-maker(s) based on bias or conflict of interest. Objections must be raised with the Title IX Coordinator at least two (2) business days from the date the Party was provided notice of the hearing.
- **Recording:** Information on how the hearing will be recorded and how Parties can access the recording.
- **Non-Appearance:** Statement that the hearing may proceed in the absence of any Party or witness. The Chair may reschedule for compelling reasons.
- **Advisor Assistance:** Notification that Parties may have an Advisor and must have one present for cross-examination. If a Party does not have an Advisor, the Title IX Coordinator will appoint one.
- **Materials:** Copy of all materials provided to the Decision-maker(s) about the complaint.
- **Impact/Mitigation Statement:** Invitation to submit an impact and/or mitigation statement pre-hearing for the Decision-maker(s) to review during sanction determination.

- **Accommodations:** Invitation to contact the Title IX Coordinator for disability accommodations, language assistance, and/or interpretation services at least seven (7) business days prior to the hearing.
- **Mobile Devices:** Information on whether Parties can bring mobile phones/devices into the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this Policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed, to meet the Formal Grievance Process timeline followed by NWTC and remain within the 60-90 business day goal for resolution. Employees who do not have 12-month contracts are still expected to participate in the Grievance Process that occur during months between contracts.

### Alternative Hearing Participation Option

If a Party prefers not to attend or cannot attend the hearing in person, the Party should request alternative arrangements from the Title IX Coordinator as soon as possible, preferably at least five (5) business days prior to the hearing.

The Title IX Coordinator can arrange to use technology to allow remote testimony without compromising the fairness of the hearing. Remote options may also be needed for witnesses who cannot appear in person. Any witness who cannot attend in person should let the Title IX Coordinator or the Chair know as soon as possible, preferably at least five (5) business days prior to the hearing so that appropriate arrangements can be made.

### Pre-Hearing Meetings

The Decision-maker may offer to convene a pre-hearing meeting(s) with the Parties and their Advisors and invite them to submit the questions or topics they wish to ask or discuss at the hearing. This allows the Decision-maker to consider their relevance ahead of time to avoid any improper evidentiary introduction in the hearing or to provide recommendations for more appropriate phrasing.

However, this advance review opportunity does not preclude the Parties from submitting a question at the hearing for the first time or asking for a reconsideration on a Decision-maker's pre-hearing decision based on any new information or testimony offered at the hearing. The Decision-maker will document and share their rationale for any evidence or question exclusion or inclusion, if any, at a pre-hearing meeting with each Party.

The Decision-maker will work with the Parties to finalize a witness list for the hearing, and the Title IX Coordinator and its designee will notify any witnesses of the hearing's logistics. The Decision-maker, only with the agreement of all Parties, may decide in advance of the hearing that certain witnesses do not

need to be present if their testimony can be adequately summarized by the Investigator(s) in the Final Investigation Report or during the hearing, and their presence is not essential to assess their credibility.

Pre-hearing meeting(s) will not be recorded. The pre-hearing meetings will typically be conducted as a joint meetings with each Party/Advisor, and can be done remotely, or as a written communication exchange. If a Party prefers not to meet with the other Party present, separate arrangements will be made. The Decision-maker will work with the Parties to establish the format and timing of the meetings and will circulate a summary of any rulings made to ensure all Parties and Advisors are aware.

## Hearing Procedures

The Decision-maker has the authority to hear and make determinations on all allegations of Sexual Harassment under the Policy and may also hear and make determinations on any additional alleged collateral misconduct that occurred in concert with the Sexual Harassment even though those collateral allegations may not specifically fall within the Policy.

Participants at the hearing will include the Decision-maker, the hearing facilitator, the Investigator(s) who conducted the investigation, the Parties, Advisors to the Parties, witnesses, and anyone providing authorized accommodations, interpretation, and/or assistive services. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

The Decision-maker will explain the hearing procedures and introduce the participants. The Decision-maker will answer any procedural questions prior to and as they arise throughout the hearing.

The decision-maker will allow witnesses who have relevant information to appear at a portion of the hearing to respond to specific questions from the Decision-maker(s) and the Parties, and the witnesses will then be excused. The Investigator(s) will remain present for the duration of the hearing.

## Joint Hearings

In Complaints involving more than one Respondent and/or involving more than one Complainant accusing the same person of substantially similar conduct, the default procedure will be to hear the allegations jointly.

However, the Title IX Coordinator or its designee may permit the investigation and/or hearings pertinent to each Respondent or Complaint to be conducted separately if there is a compelling reason to do so. In joint hearings, separate determinations of responsibility will be made for each Respondent and/or for each Complaint with respect to each alleged Policy violation.

## Investigator Presentation of Final Investigation Report

At the hearing, the Investigator(s) will present a summary of the Final Investigation Report, including a review of the facts that are contested and those that are not. The Investigator may be questioned first by

the Decision-maker and then by the Parties' Advisors. The Investigator may attend the duration of the hearing or be excused after their testimony at the Decision-maker's discretion.

## Testimony and Questioning

Once the Investigator(s) present(s) the report and respond(s) to questions, The Parties and witnesses may provide relevant information in turn, beginning with the Complainant, then the Respondent, and then questioning in the order determined by the Decision-maker. The Decision-maker will facilitate questioning of the Parties and witnesses first by the Decision-maker and then by the Parties' Advisors.

All questions are subject to a relevance determination by the Decision-maker. The Advisor, who will remain seated during questioning, will pose the proposed question orally, electronically, or in writing (orally is the default, but other means of submission may be permitted by the Decision-maker upon request if agreed to by all Parties and the Decision-maker), the proceeding will pause to allow the decision-maker to consider the question (and state it if it has not already been stated aloud), and the Decision-maker will determine whether the question will be permitted, disallowed, or rephrased. Cross-examination must be conducted orally and in real time by the Party's Advisor, consistent with Title IX regulations.

The Decision-maker may invite explanations or persuasive statements regarding relevance with the Advisors if the Decision-maker so chooses. The Decision-maker will then state their decision on the question for the record and advise the Party/witness to whom the question was directed, accordingly. The Decision-maker will explain any decision to exclude a question as not relevant, or to reframe it for relevance.

The Decision-maker will limit or disallow questions on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), or abusive. The Decision-maker has final say on all questions and determinations of relevance. The Decision-maker may consult with legal counsel on any questions of relevance. The Decision-maker may ask Advisors to explain why a question is or is not relevant but will not entertain argument once a ruling has been made.

## Evidentiary Considerations

The Parties are expected to provide all available evidence to the Investigator(s) prior to completion of the Final Investigation Report.

Any evidence offered after the Final Investigation Report has been issued will be reviewed by the Decision-maker to determine whether it is relevant and not otherwise impermissible. If admitted, the Parties will be provided a reasonable opportunity to review and respond to the evidence before it is considered in the determination of responsibility.

In determining whether to admit newly offered evidence, the Decision-maker may consider factors such as the timing of submission, the reason the evidence was not previously provided, and whether admission would result in undue delay or prejudice to either Party.

If newly offered evidence is admitted, the Decision-maker may, at their discretion, take steps necessary to ensure a fair process, which may include:

- Delaying the hearing;
- Providing the Parties a reasonable opportunity to review and respond to the evidence;
- Remanding the matter to the Investigator for further investigation or analysis; or
- Taking other appropriate measures to avoid prejudice to either Party.

If the evidence is deemed not relevant or is otherwise impermissible, the Decision-maker may proceed with the hearing without admitting the evidence.

## Allegations of Bias or Conflict of Interest Raised at Hearing

A Party who believes that an Investigator or Decision-maker has a conflict of interest or bias must raise the concern in writing to the Title IX Coordinator or designee as soon as the concern is known, and no later than two (2) business days prior to the hearing, if the concern was known or reasonably should have been known at that time.

If a Party raises an issue of bias or conflict of interest for the first time during the hearing, the Decision-maker may:

- Address the concern at the hearing;
- Consult with legal counsel;
- Refer the issue to the Title IX Coordinator or designee for review; and/or
- Preserve the issue for consideration on appeal.

If bias is not reasonably at issue, the Decision-maker will not permit irrelevant, repetitive, or harassing questions intended solely to probe for bias.

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.

## Refusal to Submit to Questioning and Inferences

Any Party or Student witness may choose not to offer evidence and/or answer questions at the hearing, either because they do not attend the hearing, or because they attend but refuse to participate in some or

all questioning. Employee witnesses are expected to participate in the hearing if they are reasonably available. The Decision-maker can only rely on the available relevant and not impermissible evidence in making the ultimate determination of responsibility. The Decision-maker may not draw any inference solely from a Party's or witness's absence from the hearing or refusal to answer any or all questions.

An Advisor may not be called as a witness at a hearing to testify to what their advisee has told them during their role as an Advisor unless the Party being advised consents to that information being shared.

## Respondent Admits Responsibility

At any point in the hearing, if a Respondent elects to admit to the charged violations and waive further process, the Decision-maker is authorized to accept that admission, adopt it as their finding/final determination, and administer sanctions. If Respondent accepts the finding/final determination/sanctions, the Formal Grievance Process is concluded. This would also waive all rights to appeal for the Respondent.

If the Respondent rejects the finding/final determination/sanctions, or does not admit to all conduct charged, the Formal Grievance Process continues to its conclusion.

## Hearing Recordings

NWTC records hearings for purposes of review in the event of an appeal. No unauthorized audio or video recording of any kind is permitted during the hearing.

The Decision-maker, the Parties, their Advisors, Appeal Decision-makers, and other appropriate NWTC officials will be permitted to review the recording or review a transcript of the recording upon request to the Title IX Coordinator or its designee. No unauthorized disclosure, including sharing, copying, or distribution of the recording or transcript, is permitted.

## Deliberation

After questioning, the Parties will present closing statements. After closing statements, the Decision-maker will adjourn the hearing and deliberate as to whether the Respondent is responsible for the alleged Policy violation(s) using the preponderance of the evidence standard (i.e., more likely than not). Deliberations are not recorded.

If the Decision-maker finds the Respondent responsible for one or more allegations, the Decision-maker will also determine appropriate sanctions in accordance with NWTC policy and institutional procedures.

In determining sanctions, the Decision-maker may consider any impact statements and mitigation statements submitted by the Parties. These statements are considered only after a finding of responsibility and do not influence the determination of responsibility.

The Title IX Coordinator or designee will ensure that any impact or mitigation statements reviewed for sanctioning purposes are shared with all Parties, so that each Party has the opportunity to review and respond.

## Notice of Outcome / Written Determination

After deliberating, the Decision-maker will prepare a written determination regarding responsibility and provide it to the Title IX Coordinator or designee. The written determination will include:

- Identification of the allegations;
- A description of the procedural steps taken from receipt of the Formal Complaint through the determination;
- Findings of fact supporting the determination;
- Conclusions regarding the application of NWTC policy to the facts;
- A statement of, and rationale for, each allegation determination;
- Any disciplinary sanctions imposed on the Respondent;
- Whether remedies designed to restore or preserve equal access to NWTC's Education Program or Activity will be provided to the Complainant; and
- The procedures and permissible bases for appeal.

The written determination must be issued within ten (10) business days from the conclusion of the hearing, unless extended for good cause. The Title IX Coordinator or designee will notify the Parties of any extension.

The written decision may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the Parties as indicated in official NWTC records, or emailed to the Parties' NWTC issued or designated email account. Once mailed, emailed, and/or received in person, the decision is presumptively delivered.

The written decision will specify the finding for each alleged Policy violation, any applicable sanctions that NWTC is permitted to share pursuant to state or federal law, and a detailed rationale, written by the Decision-maker, supporting the findings to the extent NWTC is permitted to share under federal or state law.

The decision will also detail the Parties' equal rights to appeal, the grounds for appeal, the steps to take to request an appeal, and when the determination is considered final if neither Party appeals.

## Sanctions

Factors considered by the Decision-maker when determining sanctions and responsive actions may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent's disciplinary history
- The need for sanctions/responsive actions to bring an end to the Sexual Harassment
- The need for sanctions/responsive actions to prevent the future recurrence of Sexual Harassment
- The need to remedy the effects of the sexual -based harassment, and/or retaliation on the Complainant and the community
- The impact on the Parties
- Any other information deemed relevant by the Decision-maker(s)

The sanctions will be implemented as soon as it is feasible once a determination is final, either upon the outcome of any appeal or the expiration of the window to appeal, without an appeal being requested.

The sanctions described in this Policy are not exclusive of, and may be in addition to, other actions taken, or sanctions imposed, by external authorities.

### Student Sanctions

For Student Respondents, the Decision-maker will determine appropriate sanctions in accordance with NWTC's Student Code of Conduct and applicable institutional policies.

The following are the common sanctions that may be imposed upon Students singly or in combination:

- **Reprimand:** A formal statement that the conduct was unacceptable and a warning that further violation of any NWTC Policy, procedure, or directive will result in more severe sanctions/responsive actions.
- **Restrictions:** A student may be restricted in their activities, including, but not limited to, being restricted from locations, programs, participation in certain activities or extracurriculars, study abroad, or from holding leadership in student organizations.
- **Probation:** Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- **Suspension:** Separation from the institution, or one or more of its facilities, for a definite period of time, typically not to exceed two years, after which the Student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension, on successfully applying for readmission, or upon a general condition that the Student is eligible to return if the institution determines it is appropriate to re-enroll/readmit the Student. The Student

is typically required to vacate institutional property within 24 hours of notification of the action, though this deadline may be extended at the discretion of the Title IX Coordinator or its designee or other appropriate official. During an institution-wide suspension, the Student is banned from institutional property, functions, events, and activities unless they receive prior written approval from an appropriate institutional official. This sanction may be enforced with a trespass action, as necessary.

- **Expulsion:** Permanent separation from the institution. The Student is banned from institutional property, and the Student's presence at any institution-sponsored activity or event is prohibited. This action may be enforced with a trespass action, as necessary
- **Other Actions:** In addition to, or in place of, the above sanctions, NWTC may assign any other sanctions as deemed appropriate.

## Student Group and Organization Sanctions

The following are the common sanctions that may be imposed upon Student organizations singly or in combination:

- **Warning:** A formal statement that the conduct was unacceptable and a warning that further violation of any NWTC Policy, procedure, or directive will result in more severe sanctions/responsive actions.
- **Probation:** Terms of the probation
- will be articulated and may include denial of specified social and event privileges, denial of NWTC funds, ineligibility for honors and awards, restrictions on new member recruitment, no-contact orders, and/or other measures deemed appropriate.
- **Suspension:** Termination of student group or organization recognition and/or institutional support for a definite period of time not to exceed two years and/or until specific criteria are met.  
**Expulsion:** Permanent termination of Student group organization recognition and revocation of the privilege to congregate and conduct business on campus as an organization for any reason.
- **Loss of Privileges:** Restricted from accessing specific NWTC privileges for a specified period of time.
- **Other Actions:** In addition to or in place of the above sanctions, NWTC may assign any other sanctions as deemed appropriate.

## Employee Sanctions/Responsive/Corrective Actions

For Employee Respondents, the Decision-maker will determine appropriate sanctions consistent with NWTC employment policies.

If institutional policy requires additional administrative or Board-level approval for certain employment actions (such as termination of faculty), the Decision-maker's sanction determination will be submitted

to the appropriate authority for final approval consistent with NWTC policy. Any such approval process will not alter the Decision-maker's findings regarding responsibility.

The following are the common sanctions that may be imposed upon an Employee:

- Verbal or Written Warning
- Performance Improvement Plan/Management Process
- Enhanced Supervision, Observation, or Review
- Required Training or Education
- Probation
- Denial of Pay Increase/Pay Grade
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Transfer
- Shift or schedule adjustments
- Reassignment
- Assignment to New Supervisor
- Suspension/Administrative Leave with Pay
- Suspension/Administrative Leave without Pay
- Termination
- Other Actions: In addition to or in place of the above sanctions/responsive actions, NWTC may assign any other responsive actions as deemed appropriate.

## Long-Term Remedies/Other Actions

Following the conclusion of the Formal Grievance Process, and in addition to any sanctions implemented or Informal Resolution terms, the Title IX Coordinator or its designee may implement additional long-term remedies or actions with respect to the Parties and/or the NWTC community that are intended to stop Sexual Harassment, remedy the effects, and prevent recurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Course and registration adjustments, such as retroactive withdrawals
- Education to the individual and/or the community
- Climate surveys
- Policy modification and/or training

At the discretion of the Title IX Coordinator or its designee, certain long-term Supportive Measures may also be provided to the Parties even if no Policy violation is found.

## Failure to Comply with Sanctions and/or Responsive Actions

All Respondents are expected to comply with the assigned sanctions, responsive actions, and/or corrective actions terms within the timeframe specified by the final Decision-maker(s), including the Appeal Decision-maker or the Informal Resolution agreement.

Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension, expulsion, and/or termination from NWTC.

Supervisors are expected to enforce the completion of sanctions/responsive actions for their Employees.

A suspension imposed for non-compliance with sanctions will only be lifted when compliance is achieved to the Title IX Coordinator or its designee's satisfaction.

## Withdrawal or Resignation Before Complaint Resolution

### Students

Should a Student Respondent decide not to participate in the Formal Grievance Process, the process proceeds absent their participation to a reasonable resolution. If a Student Respondent withdraws from NWTC, the Formal Grievance Process may continue, or the Title IX Coordinator or its designee may exercise their discretion

to dismiss the Complaint. If the Complaint is dismissed, NWTC will still provide reasonable supportive or remedial measures as deemed necessary to address safety and/or remedy any ongoing effects of the alleged sex-based harassment, sex discrimination, and/or retaliation.

Regardless of whether the Complaint is dismissed or pursued to completion of the Formal Grievance Process, NWTC will continue to address and remedy any systemic issues or concerns that may have contributed to the alleged violation(s), and any ongoing effects of the alleged discrimination, harassment, and/or retaliation.

When a Student withdraws or leaves while the process is pending, the Student may not return to NWTC in any capacity until the Complaint is resolved and any sanctions imposed are satisfied. If the Student indicates they will not return, the Title IX Coordinator or its designee has discretion to dismiss the Complaint. The Registrar and Office of Admissions will be notified, accordingly.

If the Student Respondent takes a leave for a specified period of time (e.g., one semester or term), the Resolution Process may continue remotely. If found in violation, that Student is not permitted to return to NWTC unless and until all sanctions, if any, have been satisfied.

## Employees

Should an Employee Respondent decide not to participate in the Formal Grievance Process, the process proceeds absent their participation to a reasonable resolution. If an Employee Respondent withdraws from NWTC with unresolved allegations pending, the Formal Grievance Process may continue, or the Title IX Coordinator, or designee, may exercise their discretion to dismiss the Complaint. If the Complaint is dismissed, NWTC may still provide reasonable supportive or remedial measures as deemed necessary to address safety and/or remedy any ongoing effects of the alleged discrimination, harassment, and/or retaliation.

When an Employee resigns and the Complaint is dismissed, the Employee may not return to NWTC in any capacity. Talent & Culture, the registrar, and admissions will be notified, accordingly, and a note will be placed in the Employee's file that they resigned with allegations pending and are not eligible for academic admission or rehire with NWTC. The records retained by the Title IX Coordinator, or designee, will reflect that status.

## Appeal

Any Party may submit a written request for appeal (Request for Appeal) to the Title IX Coordinator or its designee within five (5) business days of the delivery of the written decision. Parties may appeal from a determination regarding responsibility or from a dismissal.

The Request for Appeal will be forwarded to the Appeal Decision-maker for consideration to determine if the request meets the grounds for appeal (a Review for Standing). This is not a review of the merits of the appeal, but solely a determination as to whether the request could reasonably be construed to meet the grounds and is timely filed.

## Appeal Grounds

Appeals are limited to the following grounds:

1. A procedural irregularity that would change the outcome
2. New evidence that would change the outcome and that was not reasonably available at the time the determination regarding responsibility or dismissal was made
3. The Title IX Coordinator or its designee, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that would change the outcome

Upon receipt of a Request for Appeal, the Appeal Decision-maker will conduct an initial review to determine whether the request alleges one or more of the permitted grounds outlined in this procedure. If the Request for Appeal meets one or more permitted grounds, the Title IX Coordinator or designee will

provide simultaneous written notice to the Parties and their Advisors that an appeal has been filed, identify the approved ground(s) for appeal, and provide both Parties an equal opportunity to submit a written statement in support of, or challenging, the appeal.

If the Request for Appeal does not provide information that meets the grounds in this Policy, the request will be denied by the Appeal Decision-maker, and the Parties and their Advisors will be simultaneously notified in writing of the denial and the rationale.

If any portion of the Request for Appeal meet the grounds in this Policy, then the Appeal Decision- maker will notify all Parties and their Advisors, the Title IX Coordinator or its designee, and, when appropriate, the Investigator(s) and/or the original Decision-maker.

All other Parties and their Advisors, the Title IX Coordinator or its designee, and, when appropriate, the Investigator(s) and/or the Decision-maker will be provided a copy of the Request for Appeal limited to the approved grounds and will be given five (5) business days to submit a written response to those grounds. . The Appeal Decision -maker will forward all responses, if any, to all Parties for simultaneous review.

The non-appealing Party (if any) may submit a cross-appeal within the same five (5) business day response period. Any such Request for Appeal will be reviewed by the Appeal Decision-maker to determine if it meets the grounds in this Policy and will either be approved or denied. If approved, it will be forwarded to the Party who initially requested an appeal, the Title IX Coordinator or its designee, and the Investigator(s) and/or original Decision-maker, as necessary, who will submit their responses, if any, within five (5) business days. Any such responses will be simultaneously circulated for review.. If denied, the Parties and their Advisors will be notified simultaneously and in writing with a rationale

No Party may submit any new Requests for Appeal after this time period. The Appeal Decision-maker will collect any additional information needed and all documentation regarding the approved appeal grounds, and the subsequent responses will be shared with the Appeal Decision-maker, who will promptly render a decision.

A Notice of Appeal Outcome letter will be sent to all Parties simultaneously, or without significant time delay between notifications. The Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanction(s) that may result which NWTC is permitted to share according to federal or state law, and the rationale supporting the essential findings to the extent NWTC is permitted to share under federal or state law.

Written notification may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the Parties as indicated in official institutional records, or emailed to the Parties' NWTC-issued email or otherwise approved account. Once mailed, emailed, and/or received in person, the Appeal Outcome will be presumptively delivered.

## Sanction Status During the Appeal

Any sanctions imposed as a result of the determination are stayed during the pendency of an appeal. Supportive Measures, including No-Contact Orders, may be maintained or reinstated during the appeal process, provided they remain non-punitive, individualized, and designed to preserve equal access to NWTTC's education programs and activities.

An appeal does not automatically result in emergency removal or interim suspension. Emergency removal or interim suspension may be imposed only if the Title IX Coordinator or its designee conducts an individualized safety and risk analysis and determines that an immediate threat to the physical health or safety of any Student or other individual justifies such action, in accordance with the Emergency Removal procedures outlined below.

## Appeal Considerations

In most cases, appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific appeal grounds. The Appeals Decision-maker will deliberate as soon as is practicable and discuss the merits of the appeal.

Appeal decisions are to be deferential to the original determination, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so. All decisions apply the preponderance of the evidence standard.

An appeal is not an opportunity for the Appeal Decision-makers to substitute their judgment for that of the original Decision-maker merely because they disagree with the finding and/or sanction(s).

The Appeal Decision-maker may consult with the Title IX Coordinator or its designee and/or legal counsel on questions of procedure or rationale, for clarification, if needed. The Title IX Coordinator or its designee will maintain documentation of all such consultation.

An appeal may be granted or denied, decision to be made within five (5) business days. Appeals that are granted should normally be remanded (or partially remanded) to the original Investigator(s) and/or Decision-maker with corrective instructions for reconsideration. In rare circumstances where an error cannot be cured by the original Investigator(s) and/or Decision-maker or the Title IX Coordinator or its designee (as in cases of bias), the Appeal Decision-maker may order a new investigation and/or a new determination with new Pool members serving in the Investigator and Decision-maker roles.

Once an appeal is decided, the outcome is final and constitutes the Final Determination; further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new determination). When appeals result in no change to the finding or sanction, that decision is final. When an appeal results in a new finding or sanction, that finding or sanction can be appealed one final time on the grounds listed above and in accordance with these procedures.

If a remand results in a new determination that is different from the appealed determination, that new determination can be appealed, once, on any of the three available appeal grounds.

## Revision of these Procedures

This Procedure succeeds any previous procedures addressing Sexual Harassment . The Title IX Coordinator or its designee will regularly review and update this Procedure. NWTC reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect.

If governing laws or regulations change, or court decisions alter, the requirements in a way that impacts this document, this document will be construed to comply with the most recent governing laws or regulations or court holdings.

## Recordkeeping

For a period of at least seven (7) years following the conclusion of the Resolution Process, NWTC will maintain records of:

- Each Formal Complaint and documents related to the Grievance process, including any Final Determination regarding responsibility or appeal, and any audio or audiovisual recording or transcript required under federal regulation
- Any disciplinary sanctions imposed on the Respondent
- Any Supportive Measures provided to the Parties and any remedies provided to the Complainant or the community designed to restore or preserve equal access to NWTC's Education Program or Activity
- Any appeal and the result therefrom
- Any Informal Resolution and the result therefrom
- All materials used to provide training to the Title IX Coordinator and designees, Investigators, Decision-makers, Appeal Decision-makers, Informal Resolution Facilitator, and any person who is responsible for implementing the NWTC's Resolution Process, or who has the authority to modify or terminate Supportive Measures. NWTC will post all training materials on its website.
- All materials used to train all Employees will be consistent with the requirements in the Title IX Regulations.

NWTC will also maintain any and all records in accordance with state and federal laws.

## Revision History

Table 1: Revision History

Revision Number	Effective Date	Description
5	May 19, 2026	Updated Names/Titles of Title IX Coordinator and Deputy Coordinator Updated policy language for clarity and conciseness.
4	January 9, 2025	On January 9, 2025, a federal judge issued an order that vacated the 2024 Title IX Regulations. Updates were made to NWTC’s August 2020 policy and procedure to provide clarity in policy.
3	August 1, 2024	On April 19, 2024, the U.S. Department of Education released its Title IX Final Rule amending the existing regulations, effective August 1, 2024. <ul style="list-style-type: none"> <li>The full text of the Final Rule and its extensive Preamble are available <a href="#">here</a>.</li> <li>A Brief Overview of Key Provisions of the Department of Education’s 2024 Title IX Final Rule can be found <a href="#">here</a>.</li> </ul>
2	August 2020	On May 19, 2020, the U.S. Department of Education released its Title IX Final Rule, effective August 14, 2020. <ul style="list-style-type: none"> <li>The full text of the Final Rule and is available <a href="#">here</a>.</li> <li>A Summary of Major Provisions of the Department of Education’s Title IX Final Rule can be found <a href="#">here</a>.</li> </ul>
1	2016	Initial Version