



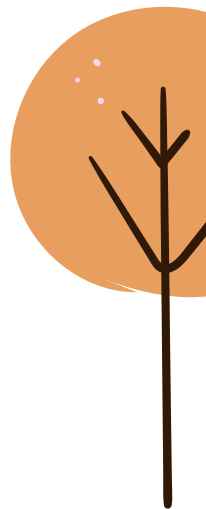
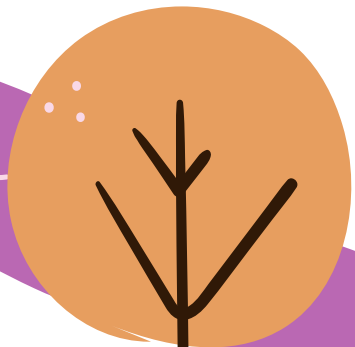
Muhlenberg College

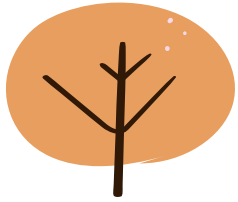
Equity &
Title IX

Virtual Community
Q & A

Updates to Equal
Opportunity &
Nondiscrimination Policy
due to new Title IX regs

August 26, 2020
4pm





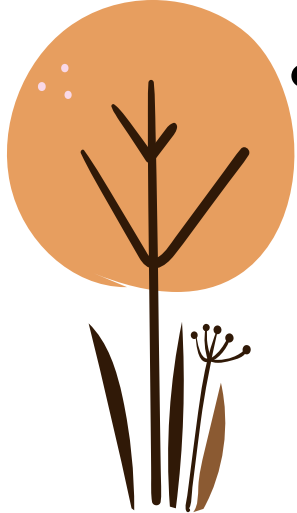
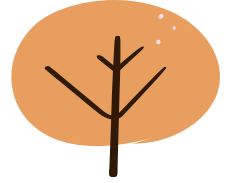
Some thoughts on policy...

- Office of Prevention Education
- Counseling Center
- Campus Safety
- Division of Student Affairs
- Human Resources
- Provost's office
- Office of Multicultural Life
- Voice of Strength peer educators
- Sexual Assault and Resource Team
- Bias Resource and Education Team



Focus for policy changes

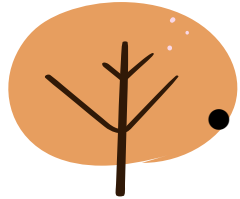
- Keeping as much of the College's Equal Opportunity & Nondiscrimination Policy and procedures as intact as possible.
- Ensuring the updates were compliant with the new Title IX regulations.
- Ensuring the procedures included fair and meaningful resolution options in lieu of a Title IX live hearing option



Highlights of policy changes



- Addition of the new Title IX definition of “sexual harassment”.***
- Addition of a live hearing with cross examination resolution process for Title IX sexual harassment as required by the new Title IX regulations to the student, faculty, and staff procedures.***
- Addition of "Online Discrimination and Harassment" section to the EO Policy to emphasize and state that the policy covers online conduct.
- Addition of “Adaptable Resolution” options to student, faculty, and staff procedures to provide additional resolution options in lieu of a formal resolution.



***Required by Title IX regs