

Addendum I

Effective Date May 26, 2020

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Title IX Policy Statement

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq. notes: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance. This policy is primarily designed and intended to comply with the requirements of Title IX yet also comply with other applicable federal and Illinois laws that prohibit discrimination based on sex, including Title VII of the Civil Rights Act of 1964, 110 ILCS 155, and 775 ILCS 5/5A. Acts amounting to discrimination based on sex are sometimes termed “sexual misconduct or sexual violence.”

This policy applies to all of the educational programs and activities that the University offers. This policy therefore applies to all university faculty, staff, and students, and the behavior addressed in this policy includes that which might be exhibited by other parties. Should the University become aware that any contractor, vendor, partner or other affiliate engages in behavior that is prohibited by this policy, it will take appropriate action.

Amnesty Statement: The University provides immunity to any student who reports, in good faith, an alleged violation of this policy to the Title IX Coordinator or through any other established reporting mechanism of the University for reports of discrimination based on sex, so that the reporting student will not receive a disciplinary sanction by the University for a student conduct violation, such as underage drinking or possession or use of a controlled substance, that is revealed in the course of such a report, unless the University determines that the violation was egregious, including without limitation an action that places the health or safety of any other person at risk.

Non-Discrimination Statement: The University does not engage in or tolerate discrimination on the basis of sex (which includes sexual harassment and sexual violence) in its educational or employment programs and activities, including admission, and such behavior is prohibited. Such behaviors are forms of unlawful sex discrimination under Title IX and other federal and state laws. Through a thorough and impartial investigation, the University is committed to responding to any instance of such discrimination by taking prompt and effective steps to end the discrimination and address its effects.

Pregnancy/Parenting Statement: The University prohibits discrimination against students, faculty and staff based on pregnancy, false pregnancy, termination of pregnancy, childbirth, or recovery from any of these conditions.

Retaliation Statement: The University prohibits retaliation against any individual who, in good faith, reports or discloses an alleged violation of this policy, files a complaint, or otherwise participates in the complaint resolution procedure. Any person, who is found to have retaliated in violation of this policy, will be subject to sanctions up to and including termination of employment or dismissal from the education program, as applicable.

The institutional official responsible for coordinating and overseeing university efforts to comply with the requirements of Title IX and this policy is called the Title IX Coordinator. This policy serves as the primary governing document for the Title IX Coordinator regarding investigations of sex discrimination involving employees and students. Questions or concerns regarding Title IX, this policy, or other aspects of the University's commitment to sex non- discrimination may be directed to the Title IX Coordinator:

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