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SUBJECT: " # \$ % & ' () * ! * & + , # & - & . / (& \$. ! 0 ! % / # / + + -) . (! ! !	Effective Date: 1234256!! !	Policy Number:! 3738! !
	Supersedes:! " 9 ; < = ! 3 7 3 8 ! " > 9 ? ; @ ; A B C ! + B D E F : ! - ; G < 9 H C E < A !	Page 3!

Responsible Authority:!

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(1) *Disparate impact*!! \ ?BH!09;<;BGJ!O>F<A;<BGJ!>E:BG!9>!9A?B>!G=GAB KG!A?FA!FOOBF>!A9!@B!
HBEA>F:!!>BGE:A!;H!F!C;GO>909>A;9HFAB!;KOF<A!9H!F!O>9AB<ABC!V>9E07!! * ;GOF>FAB!;KOF<A! KF=
@B!EH;HABHA;9HF:7!

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(2) *Disparate treatment*!! \ ?BH! F! OB>G9H! ;G! A>BFABC! C;MMB>BHA:=! A?FH! 9A?B>G! W?9! WB>B!
G;K;:F>=! G;AEFABC! @FGBC! 9H! F! O>9AB<ABC! <?F>F<AB>;GA;<! FHC! ;G!

(l) *Quid pro quo harassment!* +E@K;GG;9H!9>!>B\B<A;9H!9M! <9HCE<A!;G!EGBCJ!BDO::;<;A:=!9>!;KO:;<;A:=J!
FG!A?B!@FG;G!M9>!CB<;G;9HG!FMMB<A;HV!FH!;HC;L;CEF:[G!BCE<FA;9HJ!BK O:9=KBHAI!9>!OF>A;<;OFA;9H!;H!F!
QH;LB>G;A=!O>9V>FK!9>!F<A;L;A=7!!

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(m) *Title IX Matters!* , 9KO:F;HAG!;H!W?;<?!A?B!F::BVBC!L;9:FA;9H!;H<:ECBG!GBDEF:! ?F>FGGKBHAI!
GBDEF:! FGGFE:AJ! C9KBGA;<! L;9:BH<BJ! CFA;HV! L;9:BH<BJ! 9>! GAF: `;HVJ! FHC! W?B>B! A?B! QH;LB>G;A=[G!
>BGO9HGB!FHC!O>9<BCE>BG!F>B!V9LB>HBC!@=! (;A:B!&Z!9M!A?B!) CE<FA;9H! / KBHCKBHAG! / <A!9M!3cd5!
FHC!;AG!;KO:BKBHA;HV!>BVE:FA;9HGJ!P / Q!#BVE:FA;9H!d7661J!FHC!A?;G!QH;LB>G;A=! " 9:;<=7!!

III. DEFINITIONS SPECIFIC TO TITLE IX MATTERS:

(a) *Consent*

(a) *Forcible Rape*!! " BHBA>FA;9HJ!H9! KFAAB>! ?9W!G;:V?AJ!9M!A?B!LFV;HF!9>!FHEG!W;A?!
FH=! @9C=! OF>A! 9>! 9@XB<AJ! 9>! 9>F:! OBHBA>FA;9H! @=! F! GBD! 9>VFH! 9M! FH9A?B>! OB>G9HJ!
W;A?9EA!A?B!<9HGBHA!9M!A?B! , 9KO:F;HFHA7!
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(b) *Forcible Sodomy*!! ! \$>F:! 9>! FHF:! GBDEF:! ;HAB><9E>GB! W;A?! FH9A?B>! OB>G9HJ!
M9><@:!=!FHC_9>!FVF;HGA!A?FA!OB>G9H[G!W;::!9>!H9A!M9><@:!=!9>!FVF;HGA!A?B!OB>G9H[G!W;::!
RH9H2<9HGBHGEF::=U! ;H! ;HGAFH<BG! W?B>B! A?B! , 9KO:F;HFHA! ;G! ;H<FOF@:B! 9M! V;L;HV!
<9HGBHA! @B<FEGB! 9M! FVB! 9>! @B<FEGB! 9M! ABK09>F>=! 9>! OB>KFHBHA! KBHAF:! 9>
O?=G;<F!;!H<FOF<;A=7!!
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(c) *Sexual Assault with an Object*!! (9! EGB! FH! 9@XB<A! 9>! ;HGA>E KBHA! A9! OBHBA>FABJ!
?9WBLB>! G;:V?A:=J! A?B! VBH;AF:! 9>! FHF:! 90BH;HV! 9M! A?B! @9C=! 9M! FH9A?B>! OB>G9HJ!
M9><@:!=!FHC_9>!FVF;HGA!A?FA!OB>G9H[G!W;::!9>!H9A!M9><@:!=!9>!FVF;HGA!A?B!OB>G9H[G!W;::!
RH9H2<9HGBHGEF::=U! ;H! ;HGAFH<BG! W?B>B! A?B! , 9KO:F;HFHA! ;G! ;H<FOF@:B! 9M! V;L;HV!
<9HGBHA! @B<FEGB! 9M! FVB! 9>! @B<FEGB! 9M! ABK09>F>=! 9>! OB>KFHBHA! KBHAF:! 9>
O?=G;<F!;!H<FOF<;A=7!!
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(d) *Forcible Fondling*!! (?B! A9E<?;HV! 9M! A?B! O>;LFAB! @9C=! OF>AG! 9M! FH9A?B>! OB>G9H!
R@EAA9<`GJ! V>9;HJ! @>BFGAGUI M9>! A?B! OE>O9GB! 9M! GBDEF:! V>FA;M; <FA;9HJ! M9><@:!=! FHC_9>!
FVF;HGA! A?FA! OB>G9H[G! W;::! RH9H2<9HGBHGEF::=U! 9>! H9A! M9><@:!=! 9>! FVF;HGA! A?B!
OB>G9H[G! W;::! ;H! ;HGAFH<BG! W?B>B! A?B! , 9KO:F;HFHA! ;G! ;H<FOF@:B! 9M! V;L;HV! <9HGBHA!
@B<FEGB! 9M! FVB! 9>! @B<FEGB! 9M! ABK09>F>=! 9>! OB>KFHBHA! KBHAF:! 9>! O?=G;<F!
;H<FOF<;A=7!!
!

(2) *Sex Offenses, Nonforcible*!! . 9HM9><@:B! GBDEF:! ;HAB><9E>GBJ! ;H<EC;HV! &H<BGA! FHC!
+AFAEA9>=#FOB7!!
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(a) *Incest*!! . 9HM9><@:B! GBDEF:! ;HAB><9E>GB! @BAWBBH! OB>G9HG! W?9! F>B! >B:FABC! A9!
BF<?!9A?B>IW;A?;H!A?B!CBV>BBG!W?B>B;H! KF>;FVB!;G!O>9?;@;ABC!@=!P:9>CF!;FW7!!
!

(b) *Statutory Rape*!! . 9HM9><@:B! GBDEF:! ;HAB><9E>GB! W;A?! F! OB>G9H! W?9! ;G! EHCB>
A?B!GAFAEA9>=!FVB!9M!<9HGBHA7!!
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(e) *Sexual harassment*!! , 9HCE<A!9H!A?B!@FG;GH

IV. POLICY:

(?B!QH;LB>G;A=!C9BG!H9A!A9:B>FAB!F<AG!9M!C;G<>;K;HFA;9H!9>! ?F>FGGKBHA!@FGBC!9H!O>9AB<ABC!GAFAEGJ!
9>! >BAF::FA;9H! @FGBC! 9H! O>9AB<ABC! F<A;L;A;BG7! ! I ;9:FA;9HG! 9M! A?;G! O9::<=! A?FA! 9<<E>! W;A?;H! A?B!
XE>;GC;<A;9HF:!:;K;AG!9M!A?B!QH;LB>G;A=!W;::! @B!GE@XB<A!A9!C;G<O;:;HBJ!EO!A9!FHC!;H<:EC;HV!GBOF>FA;9HJ!
BDOE;G;9HJ! 9>! >BK9LF:;! M>9K! QH;LB>G;A=! O>9OB>A=7! (?B! QH;LB>G;A=! W;::! >BGO9HC! A9! <9KO:F;HAG! 9>!
>BO9>AG!9M!L;9:FA;9HG!W;A?! KBFG>BG!CBG;VHBC!A9!GA9O!A?B!@B?FL;9>J!B::K;HFAB!FH=! ?F>FGGKBHA!9>!
C;G<>;K;HFA;9HJ!O>BLBHA!A?B!>B9<<E>>BH<B!9M!A?B!O>9?;@;ABC! <9HCE<AJ! FHC!>BKBC;FAB!FH=! FCLB>GB!
BMMB<AG7!
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Notice of Non-Discrimination: (?B!QH;LB>G;A=!W;::!<9KO:=!W;A?!FOO::<F@:B!MBCB>F:J!GAFAB!FHC!:9<F:
C;G<>;K;HFA;9H! ?F>FGGKBHA! :FWG! A9! O>9L;CB! FH! BCE<FA;9HF:J! BKO:9=KBHAJ! FHC! @EG;HBGG!
BHL;>9HKBHA! M>BB! 9M! F:!! M9>KG! 9M! C;G<>;K;HFA;9H! 9>! ?F>FGGKBHA7! QH:FWME:!! C;G<>;K;HFA;9H! 9>!
?F>FGGKBHA!@FGBC!EO9H!FH!;HC;L;CEF:[G!>F<BJ!<9:9>J!>B;V;9HJ!GBDJ!HFA;9HF:!!9>;V;HJ!FVBJ!C;GF@::;A=J!
K::;AF>=! 9>! LBAB>FH! GAFAEGJ! KF>;AF:!! GAFAEGJ! O>BVHFH<=! 9>! OF>BHAF:!! GAFAEGJ! GBDEF:!! 9>;BHAF;9HJ!
VBHCB>!;CBHA;A=!9>!BDO>BGG;9HJ!9>!9A?B>O>9AB<ABC!GAFAEG!;GIO>9?;@;ABC7!!

(?B!G<9OB!9M!A?;G!O9::<=!;H<:ECBGY!R;U! <9HCE<A!A?FA!9<<E>G!9H!QH;LB>G;A=2<9HA>9::BC!O>9OB>A=J!FHC!

90A;9HGa! R;;U! FLF;:F@:B! A9! O>9L;CB! FGG;GAFH<B! A9! FH=! QH;LB>G;A=! BKO:9=BB! >BVF>C;HV! ?9W! A9!
>BGO9HC!FOO>9O>;FAB:=!A9!F!>B09>A!9M! +BDEF:!! - ;G<9HCE<Aa!R;LU!OF>A;<;OFABG!;H!BHGE>;HV!A?B!BMB<A;LB!
;KO:BKBHAF;9H!9M!A?;G! " 9;;<=J!;H<;EC;HV! K9H;A9>;HV!<9 KO;;FH<B!W;A?!F::!O>9<BCE>F:!!>BNE;>B KBHAGJ!
>B<9>C! ` BBO;HVJ! FHC! A; KBM>F KBGa! FHC! RLU! >BGO9HG;@:B! M9>! 9LB>GBB;HV! A>F;H;HVJ! O>BLBHA;9HJ! FHC!
FGGBGGKBHAG7!
!

(?B! (;A:B!&Z! , 99>C;HFA9>! KF=! CB:BVFAB!>BGO9HG;@;:;A;BG! EHCB>! A?;G! O9;;<=! A9! FC K;H;GA>FA9>G! W?9!
W;:;!@B!FOO>9O>;FAB:=!A>F;HBC7!&HNE;>;BG!9>!<9HHG!F@9EA! (;A:B!&Z! KF=!@B!>BMB>>BC!A9!A?B! (;A:B!&Z!
, 99>C;HFA9>J!;9<FABC!;H! / CK;H;GA>FA;9H! ' :CV!36J!#99K!5e8J! ' 9<F!#FA9H! , FKOEJ!8e325cd2b664a!
?AAOGY_www7mfe7bce_b;<7! , 9HAF<A! ;HM9>KFA;9H! M9>! A?B! QH;LB>G;A=[G! * BOEA=! (;A:B!&Z! , 99>C;HFA9>G!

<?FHVB! ;H! <:FGG! G<?BCE:BJ! ;H<:EC;HV! A?B! F@;::A=! A9! C>90! F! <9E>GB! W;A?9EA! OBHF:A=! 9>! A9! A>FHGMB>! GB<A;9Ha! <?FHVB! ;H! W9>`! G<?BCE:B! 9>! X9@! FGG;VHKBHaa! <?FHVB! ;H! GAECBHA! <FKOEG! ?9EG;HVa! FGG;GAFH<B! M>9K! QH;LB>G;A=! GE009>A! GAFMM! ;H! <9KO:BA;HV! ?9EG;HV! >B:9<FA;9Ha! ;;K;A;HV! F<<BGG! A9! AF;H! QH;LB>G;A=! MF<::;A;BG! 9>! F<A;L;A;BG! OBHC;HV! >BG9:EA;9H! 9M! A?B! KFAAB>a! L9:EHAF>=! :BFLB! 9M! F@GBH<Ba! O>9L;C;HV! FH! BG<9>A! @BAWBBH! <:FGGBGa! F>>FHV;HV! M9>! KBC;<F:! GB>L;<BGa! O>9L;C;HV! F<FCBK;<! GE009>A! GB>L;<BGJ! GE<?! FG! AEA9>;HVa! QH;LB>G;A=2;KO9GBC! :BFLBJ! GEGOBHG;9HJ! 9>!

47! #;V?A!A9!FH!FCL;G9>!9M!A?B;>!<?9;<BJ!W?9!KF=!@B!FH!FAA9>HB=7!
87!! (?B!>;V?A!A9!;HGOB<A!FHC!>BL;BW!BL;CBH<B7!
e7! P9>!GAECBHAGJ! `H9W;HV:=! KF ` ;HV!MF:GB!GAFABKBHAG!9>!GE@K;AA;HV!MF:GB!;HM9>KFA;9H!
CE>;HV! A?B! V>;BLFH<B! O>9<BGG! ;G! O>9?;@;ABC! OE>GEFHA! A9! A?B! +AECBHA! , 9CB! 9M!
, 9HCE<A!RQH;LB>G;A=#BVE:FA;9H!4766dU!+B<A;9H!8R;Ua!FHC!
d7! +?9E:C! FH=! F::BVF;9HG! @B! FCCBCJ! <?FHVBCJ! 9>! CB:BAABC! FMAB>! A?;G! ;H;A;F:! H9A;<BJ!
GE<?!;HM9>KFA;9H!W;::!@B!GBHA!A9!F::!OF>A;BG7!

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P9>!BK0:9=BB!>BG09HCBHAGJ!<9>>B<A;LB!9>!C;G<;O;;HF>=!F<A;9H!E0!A9!FHC!;H<;EC;HV!C;GK;GGF;!W;::!@B!
<9HG;CB>BC!FHC!;KO:BKKBHABCJ!;!WF>>FHABCJ!@=!F! I ;<B! " >BG;CBHAJ! " >9L9GA!9>! * BFH!9M! +AECBHAG!9>!
A?B;>! >BGOB<A;LB! CBG;VHBB7! ! , 9>>B<A;LB! 9>! C;G<;O;;HF>=! F<A;9H! KF=! F:G9! @B! <9HG;CB>BC! FHC!
;KO:BKKBHABC! ;M! \$) &! CBAB>K;HBC! A?B! <9KO:F;HA! WFG! EHM9EHCB! FHC! KF! KF;:<;9EG;=! 9>
>B<` :BGG;=7!P9>!QH;LB>G;A=!GAECBHAGJ!A?B!>BO9>A!W;::!@B!O>9L;CBC!A9!A?B! * BFH!9M! +AECBHAG! \$MM; <B!M9>!
FH=!F<A;9H!FOO>9O>;FAB!EHCB>!#BVE:FA;9H!4766d7!!P9>!h235!GAECBHAGJ!A?B!>BO9>A!W;::!@B!O>9L;CBC!A9!
A?B!h235!FC K;H;GA>FA9>!!M9>!FOO>9O>;FAB!GFH<A;9HGJ!;!FOO;:<F@:B7!
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VIII. POST-

367!! &M!F!OF>A=!9>!W;AHBGG!C9BG!H9A!GE@K;A!A9!<>9GG2BDFK;HFA;9H!FA!A?B!::LB! ?BF>;HVJ!A?B!
CB<;G;9H! KF`B>! KEGA! H9A! >B;=! 9H! FH=! GAFABKBHA! 9M! A?FA! OF>A=! 9>! W;AHBGG! ;H!
>BF<?;HV!F!CBAB>K;HFA;9H!>BVF>C;HV!>BGO9HG;@;;;A=7!
337! (?B! CB<;G;9H! KF`B>! <FHH9A! C>FW! FH! ;HMB>BH<B! F@9EA! CBAB>K;HFA;9H! >BVF>C;HV!
>BGO9HG;@;;;A=!G9:B;=@FGBC!9H!F!OF>A=[G!9>!W;AHBGG[G!F@GBH<B7!
357! (?B! QH;LB>G;A=! KEGA! <>BFAB! FH! FEC;9!>B<9>C;HVJ!9>!A>FHG<>;OAJ!9M! FH=! ;LB! ?BF>;HV!
FHC! KF`B! ;A!FLF;;F@:B!A9!A?B!OF>A;BG!M9>!;HGOB<A;9H!FHC!>BL;BW7!!!!

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RCU!&H!F::! (;A:B!&Z! - FAAB>GJ!A?B!CB<;G;9H2KF`B>J!W?9!KF=!H9A!@B!A?B! (;A:B!&Z! , 99>C;HFA9>!9>!A?B!
;HLBGA;VFA9>J! KEGA! ;GGEB! F! W>;AABH! CBAB>K;HFA;9H! >BVF>C;HV! >BGO9HG;@;;;A=7! (?B! W>;AABH!
CBAB>K;HFA;9H!KEGA!;H<:ECB!A?B!M9::9W;HVY!!

37! &CBHA;M;<FA;9H!9M!A?B!F::BVFA;9HG!CBM;HBC7!
57! /! @>;BM! CBG<>;OA;9H! 9M! A?B! O>9<BCE>F;! GABOG! AF`BHJ! ;H<:EC;HV! H9A;M;<FA;9HG! A9! A?B!
OF>A;BGJ! ;HAB>L;BWG! FHC! KBA?9CG! EGBC! A9! VFA?B>! 9A?B>! BL;CBH<BJ! G;AB! L;G;AGJ! FHC!
?BF>;HVG! ?B:C7!

b7!

X. SANCTIONS:

I ;9:FA;9HG!@=!QH;LB>G;A=!GAECBHAG!KF=!>BGE:A!;H!FH=!GFH<A;9H!;;GABC!;H!QH;LB>G;A=!#BVE:FA;9H!4766d!
+AECBHA! , 9CB!9M! , 9HCE<AJ! +B<A;9H!3b7!! I ;9:FA;9HG!@=!h235!GAECBHAG!KF=!>BGE:A!;H!GFH<A;9HG!FG!
CBG<>;@BC!;H!A?B!FOO::<F@:B!<9CB!9M!<9HCE<A!9>!C;G<;O;;HF>=!KFA>D7!! I ;9:FA;9HG!@=!BKO:9=BBG!KF=!
>BGE:A!;H!<9EHGB;;HV!W?;<?!G?F::!@B!<9HGA>E<A;LB!W;A?!A?B!O>;KF>=!OE>O9GB!9M!;CBHA;M;<FA;9H!FHC!
<9>>B<A;9H!9M!F!O>9@:BK7!) KO:9=BB!L;9:FA;9HG!KF=!F:G9!>BGE:A!;H!C;G<;O;;HF>=!F<A;9H!OE>GEFHAI!@EA!
H9A! ;K;ABCJ!A9!QH;LB>G;A=!#BVE:FA;9H!87635J!9A?B>!QH;LB>G;A=!>BVE:FA;9HG!FHC!O9;;<;BGJ!FHC!FH=!
FOO::<F@:B! , 9::B<A;LB! 'F>VF;H;HV! /V>BBKBHA7! ! I ;9:FA;9HG!@=!9EAG;CB!OF>A;BG!KF=!>BGE:A!;H!