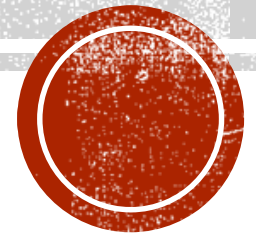
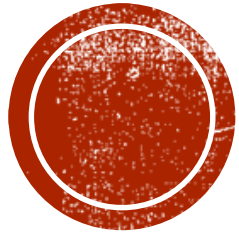


**TITLE IX –
INFORMATION FOR
STUDENTS**



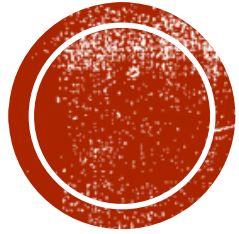
WHAT IS TITLE IX



Title IX of the Education Amendments Act of 1972 is a federal law that states: "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." The University must:

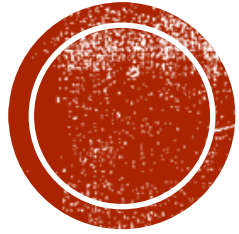
- Provide educational programs that are free from gender discrimination and sexual misconduct
- Foster an environment that encourages reporting of discrimination and sexual misconduct
- Clear grievance process that guarantees fair treatment for all participants
- Offer a variety of supportive measures for all case participants

WHAT IS SEXUAL MISCONDUCT?



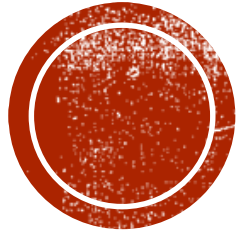
- **Non consensual sexual contact**
 - Any intentional touching of a sexual nature, however slight, with any object (includes body parts), by a man or a woman upon a man or a woman, without consent and/or by force.
- **Non consensual sexual penetration**
 - Includes body parts and objects
- **Sexual exploitation**
 - Nonconsensual video and audio recording
 - Voyeurism
 - Willfully engaging in sexual activity when infected by a STD
- **Sexual Harassment – Conduct on the basis of sex that includes one or more of the following**
 - A CAU employee conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct
 - Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to CAU's education program or activity
 - Any sexually motivated conduct that falls within one or more of the following categories:
 - Sexual assault
 - Dating violence
 - Domestic violence
 - Sexual violence
 - Stalking

WHAT IS CONSENT?



- **Mutual understandable communication**
 - Communication regarding consent consists of mutually understandable words and/or actions that indicate an unambiguous willingness to engage in sexual activity.
- **Freely and actively given**
 - Consent cannot be obtained through the use of force, coercion, threats, intimidation or pressuring, or by taking advantage of the incapacitation of another individual. People under the influence of alcohol and/or drugs is not able to consent to sexual activity
- **Informed and reciprocal**
 - All parties must demonstrate a clear and mutual understanding of the nature and scope of the act to which they are consenting and a willingness to do the same thing, at the same time, in the same way
- **Not unlimited**
 - Consent to one form of sexual contact does not constitute consent to all forms of sexual contact, nor does consent to sexual activity with one person constitute consent to activity with any other person

HOW DO I REPORT SEXUAL MISCONDUCT AND/OR DISCRIMINATION?



On Campus Reporting Options

- Title IX Coordinator
- CAU Public Safety staff
- Student Affairs Administrators (Director of Student Conduct and Associate Dean of Students)
- CAU Athletics Director, Senior Associate Athletic Director of Compliance, Senior Women's Administrator
- Academic Dean, or the University Provost and Vice-president of Academic Affairs.
- Assistant Director of Residence Life if the student is living in on-campus student housing

Other Options

- Local police (based on the location of the sexual misconduct)

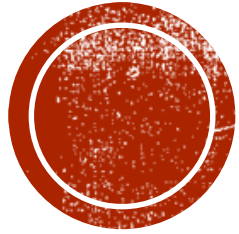
TITLE IX COMPLIANT

- Complaints that involve allegations prohibited by the university conduct policies
- The individual submitting the complaint is asking the University to take steps beyond offering supportive measures that include
 - Official Investigation
 - Formal Resolution Hearing to resolve the allegations
 - Complaint must be submitted in writing (can be submitted electronically) and signed by the complainant
 - **IMPORTANT NOTE:** The University will only investigate, hear and resolve Formal Complaints signed by the Title IX Coordinator **or** brought by a Complainant who is participating in or attempting to participate in an educational program or activity of CAU at the time the Formal Complaint is filed.

Formal Complaint can be resolved with the consent of the parties through an informal resolution conferences, unless the complaint involve allegations of prohibited conduct that could result in expulsion or allegations that an employee sexually harassed a student.

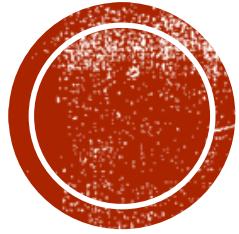


WHAT HAPPENS NEXT?



- All formal complaints will be investigated by an external investigator
- Investigation Summary is submitted to the Title IX Coordinator
- The Title IX Coordinator will arrange a Formal Resolution Hearing with the Office of Student Conduct
 - Advisor
 - An attorney or a non-attorney advisor who can provide assistance to the Complainant or the Respondent during Formal Resolution Hearings, Informal Resolution Conferences, and any other stage of the processes covered by this Policy.
 - The University will provide a list of individuals who have received training to serve as Advisors.
 - Supporter
 - Any person, regardless of their association with the university, who a Reporter, Complainant, or Respondent may want to support them through a portion of or the entire process.
 - Is not required, but is encouraged to help the party with emotional and personal support.
 - Does not actively participate in the Formal Resolution Hearing other than providing emotional support

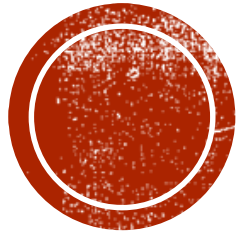
DURING THE FORMAL RESOLUTION HEARING



- The case is presented to a specially trained hearing panel
 - Hearing Panel is comprised of both Faculty and Staff Members
 - Participants will have 10 days notice of the hearing and the panel participants
- Both Participants (accuser and the accused) have an opportunity to present fact based information
- Advisors are able to cross examine participants
- The hearing panel will review the information and make the following determination regarding the respondent
 - Responsible - The Respondent has, in fact, committed an act in violation of this Policy.
 - Not Responsible – There is insufficient evidence to determine that a violation has occurred
- Standard Used – Preponderance of the Evidence (more likely or less likely)

OUTCOMES – RESPONDENT (ACCUSED)

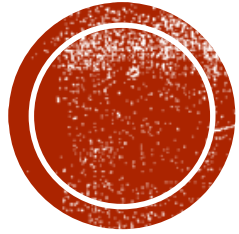
If the Respondent is found responsible of violating this policy, they will receive a letter of outcome that includes the following:



- List of Violations
- Sanctions assessed based on the Student Code of Conduct
- Appeal procedures
- University provided supportive measures

If the Respondent is found to be not responsible of violating this policy, they will receive a letter of outcome that includes this decision and university provided supportive measures

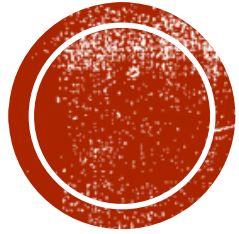
OUTCOMES - COMPLAINANT (ACCUSER)



The complainant will receive a notice of outcome that will outline the following:

- Hearing Outcome
- Assessed sanctions
- Appeal procedures
- Information regarding University provided supportive measures

IMPORTANT TITLE IX POLICY INFORMATION



- The university will not investigate/adjudicate a Title IX Complaint without the participation of the complainant unless the circumstances constitute a campus threat
- Cases reported that involve other AUC institutions will be adjudicated in the home institution of the respondent
- There is no time limit to report an instance of Sexual Misconduct (however, all students are encouraged to report instances of sexual misconduct as soon as possible to as this is helpful to the investigative process)
- This policy and grievance process applies to both students and employees of the university
- If the University does not have jurisdiction over the alleged conduct or Respondent, the University may take prompt action to provide for the safety and well-being of any affected person and the broader University community
- Anyone who knowingly makes a false accusation of unlawful discrimination, harassment, or retaliation of any form will be subject to an investigation for a potential violation of this Policy and may be subject to disciplinary action, up to and including termination for employees, staff, and faculty and expulsion for students.