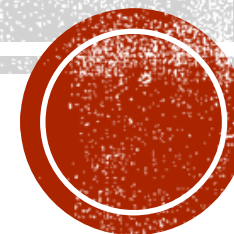
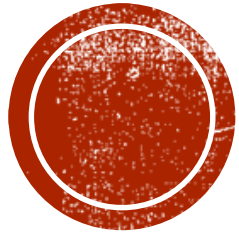


TITLE IX
FACULTY AND STAFF



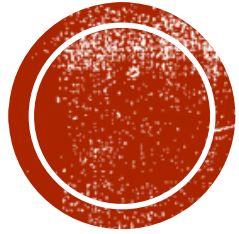
WHAT IS TITLE IX



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:

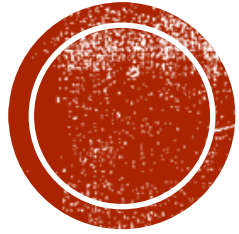
- Provide educational programs that are free from gender discrimination and sexual misconduct
- Foster an environment that encourages reporting of discrimination and sexual misconduct
- Clear grievance process that guarantees fair treatment for all participants
- Offer a variety of supportive measures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

HOW DOES THIS IMPACT UNIVERSITY EMPLOYEES?



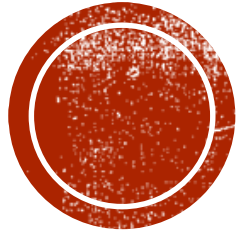
- New Title IX regulations apply to every individual in the CAU Community
 - Students
 - Faculty
 - Administrators
 - Staff
 - Any individuals regularly or temporarily employed, studying, living, visiting, conducting business or having any official capacity with the University or on University property
- Nothing in this policy shall prevent the University from addressing employee complaints of sexual harassment under Title VII of the Civil Rights of Act of 1964, when implicated.

WHAT IS PROHIBITED?



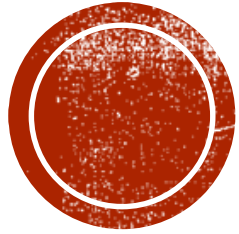
- **Non consensual sexual contact**
 - Any intentional touching of a sexual nature, however slight, with any object (includes body parts), by a man or a woman upon a man or a woman, without consent and/or by force.
- **Non consensual sexual penetration**
 - Includes body parts and objects
- **Sexual exploitation**
 - Nonconsensual video and audio recording
 - Voyeurism
 - Willfully engaging in sexual activity when infected by a STD
- **Sexual Harassment**
 - Sexual Assault
 - Dating Violence
 - Stalking
- **Discrimination (gender, age, sexual orientation etc.)**

ROMANTIC RELATIONSHIPS BETWEEN UNIVERSITY EMPLOYEES AND STUDENTS



- The University prohibits romantic, sexual, and exploitative relationships between University employees and students
- In the event that any such relationship is reported and confirmed, the employee is subject to employee disciplinary procedures up to and including termination in the case of administrators and staff members, or dismissal for cause in the case of faculty members.
 - The policies and procedures for employee disciplinary procedures and dismissal for cause apply in all such cases

HOW DO I REPORT SEXUAL MISCONDUCT AND/OR DISCRIMINATION?



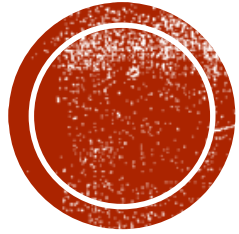
On Campus Reporting Options

- Title IX Coordinator
- CAU Public Safety staff
- 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.
- Chief People Officer

Other Options

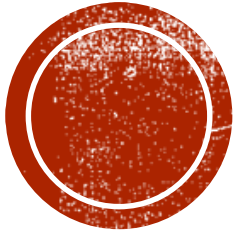
- Local police (based on the location of the sexual misconduct)
- Confidential Compliance Hotline 404-589-8006
- "File A Report" option on University Title IX Website

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
 - 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

GRIEVANCE PROCEDURES AND ADMINISTRATIVE LEAVE



The University is permitted to place a non-student Respondent (i.e. University employees) on administrative leave, with or without pay, during the pendency of any portion of the grievance process. In addition, the University will comply with federal mandates that require federal grant recipient institutions to notify relevant federal grant agencies of said temporary/interim administrative action:

- Anyone who is a principal investigator (PI) or co-PI identified on an award from the National Science Foundation (NSF);
- Anyone who is a principal investigator (PI), co-PI, or other senior key University personnel identified on an award from the National Institute of Health (NIH); or
- Anyone identified on any other award from a relevant federal grant agency that requires such reporting.

INFORMAL COMPLIANT VS FORMAL COMPLAINT

Informal Title IX Complaint

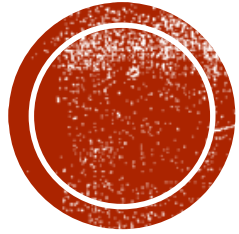
- Complaints that do not involve allegations of prohibited conduct that could not result in expulsion
- Complaints that do not involve allegations that an employee sexually harassed a student
- Can be addressed via Informal Resolution Conference
 - remedies-based, non-judicial approach designed to eliminate a potentially hostile working or academic environment.

Formal Title IX Complaint

- 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.



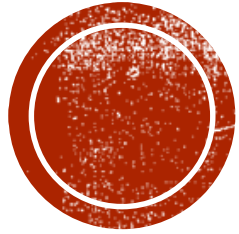
DURING THE FORMAL RESOLUTION HEARING



- 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 (burden of proof is met when the party with the burden convinces the fact finder that there is a greater than 50% chance that the claim is true)

OUTCOMES – RESPONDENT (ACCUSED)

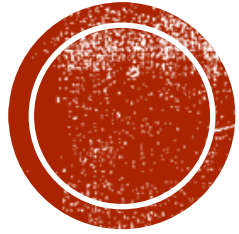
If the Respondent is found responsible of violating University policy, they will receive a letter of outcome that includes the following:



- List of Violations
- Sanctions assessed based on the University 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

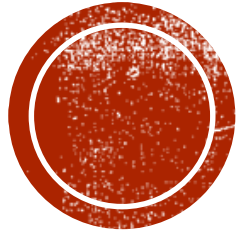
OUTCOMES - COMPLAINANT (ACCUSER)



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 individuals 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.