Title IX

“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.”

— Title IX, Education Amendments of 1972
WHAT IS TITLE IX?

- Title IX is a federal law that prohibits sex discrimination in any educational institution or program that receives federal funding.
- Sex discrimination includes sexual harassment, sexual assault, dating & domestic violence, stalking and other forms of discrimination on the basis of sex.
- Title IX applies to faculty, staff, students, volunteers, and other participants in an institution’s programs and activities.

HOW TO REPORT?

- You have several reporting options:
  - Complete an online report form at titleix.gwu.edu
  - Call 202-994-7434
  - Email titleix@gwu.edu
  - Visit the Title IX Office at Building YY, 812 20th St, NW
  - Call SARC at 202-994-7222

- Remember Title IX has a duty to PEPPA:
  - Promptly respond
  - Eliminate sexual harassment
  - Provide supportive measures
  - Prevent its recurrence, and
  - Address its effects

THE TITLE IX SEXUAL HARASSMENT AND RELATED CONDUCT POLICY COVERS:

- **Sexual Harassment** is conduct on the basis of sex that satisfies one or more of the following:
  - **Quid Pro Quo Sexual Harassment**: when a university employee conditions the provision of an aid, benefit, or service on an individual’s participation in unwelcome sexual conduct.
  - **Hostile Environment Sexual Harassment**: unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university’s programs or activities.
  - **Sexual Assault**: any sexual act directed against another person without the consent of the victim, including instances where the victim is incapable of giving consent.
  - **Dating Violence**: any act of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where they existence of such a relationship is determined based on a consideration of the length, type, and frequency of interactions between the persons involved in the relationship.
  - **Domestic Violence**: felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
  - **Stalking**: engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

The full text of the Policy may be accessed through the Title IX website at titleix.gwu.edu.

TITLE IX OPTIONS AT GW

- **Intake**
  - Meet with the Title IX Office. During the intake meeting, the Title IX Office will discuss available supportive measures, resources on and off campus, relevant GW policies and procedures and options for moving forward with either a formal or alternative resolution.

- **Supportive Measures**
  - Supportive Measures are available regardless of whether a formal complaint is filed or a resolution is pursued. Supportive Measures include but are not limited to academic support, campus housing support, mutual no-contact orders, safety planning, and referrals to other relevant resources.

- **Alternative Resolution**
  - An Alternative Resolution to a Title IX complaint is voluntary. It is a remedy specifically tailored for the parties’ needs and typically does not involve taking disciplinary action against the Respondent. For example, an Alternative Resolution may involve providing individual or departmental training or issuing an order prohibiting an individual from entering a building on campus. Alternative Resolution is not available where the Respondent is an employee and the Complainant is a student.

- **Formal Resolution**
  - A Formal Resolution to a Title IX complaint involves a prompt, thorough, equitable, and impartial investigation and hearing to determine whether by a preponderance of the evidence (more likely than not) a policy violation occurred. The Title IX Investigator, not the parties, is responsible for gathering evidence. Among other rights, the parties have an equal opportunity to be interviewed, present relevant evidence, identify witnesses and have an advisor of their choice, including an attorney, present. The Respondent is presumed not responsible; responsibility is determined after a hearing. If, after a hearing, it is more likely than not that a policy violation has occurred, the matter is referred to a Disciplinary Authority to determine appropriate sanctions or remedies.