

**BOARD OF TRUSTEES
RESOLUTION REAFFIRMING COMMITMENT TO TITLE IX**

WHEREAS: It is the policy of the College to comply with Title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit discrimination based on sex in the College's educational programs and activities. Title IX and its implementing regulations also prohibit retaliation for asserting claims of sex discrimination;

WHEREAS: Sexual harassment is defined as any unwelcome sexual conduct, whether the behavior is verbal or physical in nature, regardless of the peer, supervisory, or other relationship between the parties, and regardless of whether the manifestation of the harassment is requests for sexual favors, sexist remarks, or behavior that denigrates a person because of the person's sex or sexual orientation;

WHEREAS: The College is committed to take immediate and appropriate steps to investigate or otherwise determine what occurred when the College knows or reasonably should know about sexual harassment that creates a hostile environment. If an investigation reveals the existence of a hostile environment, the College is committed to taking prompt and effective steps reasonably calculated to eliminate the hostile environment, prevent its recurrence and address its effects;

WHEREAS: The College acknowledges that notice exists when a responsible employee knew or, in the exercise of reasonable care, should have known, about the harassment.

WHEREAS: Responsible employees includes any employee who: (1) has the authority to take action to redress the harassment; (2) has the duty to report to appropriate college officials sexual harassment or any other misconduct by students or employees; or (3) a student could reasonably believe has the authority or responsibility to take action;

WHEREAS: To facilitate the College's compliance with Title IX, responsible employees are required to share all relevant details about the reported incident, including identifying information about the complainant, respondent, other witnesses, and relevant facts, including the date, time, and location with the Title IX Coordinator;

NOW, THEREFORE, BE IT RESOLVED: That the Board of Trustees reaffirms its commitment to comply with Title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit discrimination based on sex in the College's educational programs and activities, and also prohibits retaliation for asserting claims of sex discrimination; and assure that the College environment will be free of sexual harassment.

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