

TITLE IX COMPLIANCE

I. Purpose

- A. The University of Arkansas System and its campuses, divisions and units seek to provide a safe and positive working and learning environment free from all forms of discrimination.
- B. This policy is intended to assist all campuses in complying with Title IX of the Education Amendments of 1972 (“Title IX”), which prohibits all forms of sex-based discrimination, harassment, and sexual misconduct in an institution’s education programs or activities. Discrimination based upon sex can include sexual harassment or sexual violence, such as dating violence, domestic violence, sexual assault, or stalking, as well as conduct based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

II. Establishment of Policies and Procedures

Each campus in the UA System shall develop policies and procedures to assure compliance with the requirements of Title IX and state law regarding discrimination on the basis of sex, including sexual harassment and sexual violence. Each campus shall:

- A. Title IX Coordinator. Appoint a Title IX Coordinator and notify students and employees of the name, title and contact information of the Title IX Coordinator. Campuses may also designate one or more deputy Title IX coordinators, as appropriate to the structure of the campus.
- B. Notices. Publish a notice of nondiscrimination on the basis of sex, including, but not limited to, on the campus website and in any student handbook or similar publication or other appropriate means of dissemination. The notice must state that inquiries concerning the application of Title IX may be referred to the campus Title IX Coordinator or the Office for Civil Rights, U.S. Department of Education. The notice shall also include the contact information for the campus Title IX Coordinator and Deputy Title IX Coordinator, if any. Additionally, the campuses are free to include other information in the notice that may be helpful to an individual such as available campus support services.
- C. Campus Policies. Publish and disseminate its policies prohibiting discrimination on the basis of sex and the procedures for reporting, investigation, and resolution of complaints.

Policies should include a description of the conduct that constitutes sex discrimination, sexual or gender-based harassment, and sexual violence, consistent with applicable federal and state laws, and regulations. All other complaints of discrimination, harassment, or misconduct that do not fall within the jurisdiction of Title IX may be made through other campus policies or procedures.

- D. Training. Provide all employees training on sex discrimination and the campus Title IX policies and procedures to include, at a minimum, the institution's obligation to address sex discrimination, the scope of conduct that constitutes a violation of Title IX policies, and all applicable notification and reporting requirements. Persons who are responsible for implementing or participating in the campus Title IX grievance proceedings must receive enhanced training on the institution's obligations and grievance proceedings and their specific responsibilities, and any other training necessary to coordinate the campus' compliance with Title IX.
- E. Support Measures. Provide support measures and resources for assistance to the parties involved in a complaint as necessary or appropriate.

III. Reporting Obligations

- A. Employee Reports. Any campus employee receiving information about a potential violation of the campus's Title IX policy must promptly notify the Title IX Coordinator or Deputy Coordinator (if any), provided that limited, specific positions may be determined to be exempt from this requirement in consultation with legal counsel and consistent with governing law.
- B. Reports to Law Enforcement.
 - 1. Reports of crimes may be filed with law enforcement with or without the assistance of the campus. Each campus will assist any student wishing to file a report to law enforcement.
 - 2. The Title IX Coordinator or Deputy Coordinator, in consultation with appropriate campus officials, shall analyze each report of sexual violence to determine if a health or safety emergency as defined by state and federal law warrants disclosure of information relating to the complaint. In such case, information relating to the complaint will be disclosed to the appropriate persons including law enforcement personnel.
 - 3. Timely warnings or emergency notifications issued under the Clery Act related to sexual violence shall also be sent to local law enforcement agencies.

IV. Review and Approval of Procedures by the Office of General Counsel

All Title IX policies and procedures must be reviewed and approved by the Office of General Counsel prior to their implementation on each campus.

January 26, 2023 (Revised)

May 22, 2014