

R19. Title IX Policy

Applies to:	Resident Students	Overseer:	Dean of Students
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Revised on:		By:	

Policy Statement:

Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. §1681 *et seq.*, is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. Elim Bible College (EBC) purposes to create a safe environment for all constituents, to prevent a hostile environment, to respond promptly and effectively to any sexual harassment or sexual violence, to prevent its recurrence, to address its effects, as well as to investigate and resolve any complaints promptly and equitably. At the same time, as a religious institution, EBC is exempt from implementing 34 C.F.R. § 106.21, .23, .31, .33, .34, .40, .41, .51, .53, & .57, as the application of those provisions would not be consistent with the college’s religious tenets regarding marriage, sex outside of marriage, sexual orientation, gender identity, pregnancy, and abortion.

Procedure:

In order to prevent sexual harassment or sexual violence, the institution has the following procedures in place:

- The *Non-Harassment Policy* is widely distributed and available to all at the institution,
- The institution has a Title IX coordinator, who is charged with the responsibility to ensure Title IX compliance at the school, as defined by the *Title IX Coordinator Trainings and Responsibilities* policy.
 - Training takes place initially within the first month of assuming the role of Title IX Coordinator and then every January thereafter. The Title IX Coordinator reviews the Title IX training material annually and the *Sexual Violence Response* policy monthly. Title IX Training includes the following:
 - Information and Resources on Title IX:
 - <https://sites.ed.gov/titleix/policy/>
 - <https://www.federalregister.gov/documents/2020/05/19/2020-10512/nondiscrimination-on-the-basis-of-sex-in-education-programs-or-activities-receiving-federal>
 - U.S. Department of Education Title IX Final Rule Overview (<https://www2.ed.gov/about/offices/list/ocr/docs/titleix-overview.pdf>)
 - Summary of Major Provisions of the Department of Education’s Title IX Final Rule (<https://www2.ed.gov/about/offices/list/ocr/docs/titleix-summary.pdf>)
 - OCR Webinar: Title IX Regulations Addressing Sexual Harassment (<https://www.youtube.com/watch?v=TdfT5R8ibm4>)
 - Questions and Answers on the Title IX Regulations on Sexual Harassment (<https://www2.ed.gov/about/offices/list/ocr/docs/202107-qa-titleix.pdf>)
 - All students and employees are notified about this individual and to connect with him or her.

- The Title IX Coordinator is responsible for receiving Title IX complaints and maintaining all such records for 7 years.
- *Sexual Assault Prevention Information* policy and *Student Onboarding and Ongoing Education* policy. The student training includes:
 - Completing the Title IX Training course in Populi.
 - The Title IX Handbook – referenced in the Title IX training and available on the EBC website. Students may also request a printed copy from the Title IX Coordinator.
- A policy on how to file a complaint of sex discrimination – *Student Complaint Process* policy, *Sexual Violence Response* policy, or Title IX complaint form (available on the institution's website: <https://form.jotform.com/62215047777156>)
- The *Confidentiality Options for Disclosing Sexual Violence and Amnesty* policy.
- The expected student code of conduct - defined in the *Student Handbook* (Section 5: Sexual Misconduct and Title IX Compliance)
- A campus climate assessment - as defined in the *Campus Climate Assessment* policy.