

## **Title IX Policy**

It is the policy of CNM to comply with Title IX of the Education Amendments of 1972 which prohibits discrimination based on sex in CNM's educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination.

The intent of the Title IX policy is to ensure CNM provides due process for all students and employees. On May 6, 2020, the Department of Education issued new final regulations that strengthen Title IX protections for survivors of sexual harassment and ensure due process in campus proceedings so that all students can pursue education free from sex discrimination. The final rule amends Title IX regulations that were issued by the former U.S. Department of Health, Education, and Welfare in 1975.

The behaviors that fall under the policy include three types of misconduct on the basis of sex, all of which jeopardize the equal access to education. The behaviors covered under Title IX include the following:

1. A school employee conditioning an educational benefit or service upon a person's participation in unwelcome sexual conduct (often called "quid pro quo" harassment);
2. 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 school's education program or activity; or
3. Sexual assault, dating violence, domestic violence, or stalking (as those offenses are defined in the Clery Act, 20 U.S.C. § 1092(f), and the Violence Against Women Act, 34 U.S.C. § 12291(a)).

If a behavior does not meet the threshold for Title IX, the behavior will be adjudicated under the Student Code of Conduct or the Code of Conduct and Workplace Behavior policy.

### **Presumption of Non-Responsibility**

Respondents are presumed non-responsible of allegations until a formal grievance process has been conducted. Reasonable exceptions include emergency removals, administrative leave for employees, and informal resolution of a formal complaint that resolves the allegations without a full investigation but may result in sanctions.

### **Equity and Process**

Due process protections are important for both the complainant and respondent. Both parties will be treated equal and have access to a grievance process. CNM will strive to provide a transparent grievance process with strong procedural protections regardless of whether the student or employee is a complainant or respondent.

### **Applicability/Jurisdiction**

This policy addresses Title IX Sexual Harassment, which encompasses all of the prohibited conduct described below that occurs on the basis of sex and meets all of the following requirements:

1. Occurs within the United States; and
2. Occurs within the College's education program or activity, meaning a) locations, events, or circumstances over which the College exercises substantial control over both the respondent and the context in which the Title IX Sexual Harassment occurs, and b) any

building owned or controlled by a student organization that is officially recognized by the College; and

3. At the time of filing a formal complaint, a complainant is participating in or attempting to participate in the education program or activity at the College.

If a behavior does not meet the threshold for Title IX jurisdiction, the behavior will be adjudicated under the Student Code of Conduct or the Code of Conduct and Workplace Behavior policy.

### **Title IX Coordinator**

The Title IX Coordinator has the responsibility to coordinate efforts to comply with all Title IX regulations. CNM's Title IX Coordinators are the [Dean of Students](#) and the [Executive Director of Human Resources](#). Their complete contact information may be found in several locations on the CNM website and is made available to all students and employees, as well as, applicants for admission and employment. The Title IX Coordinator may receive reports of sex discrimination, including sexual harassment, in person, mail, by telephone, or by email. Reports may be made at any time, including non-business hours. The Title IX Coordinator may designate trained staff (designee) to help with Title IX responsibilities.

Title IX Coordinators' Contact Information:

Christopher Cavazos  
Dean of Students  
Address:  
CNM Main Campus  
Student Services Center  
Room 202B  
525 Buena Vista SE  
Albuquerque, NM 87106  
[ccavazos@cnm.edu](mailto:ccavazos@cnm.edu)  
505-224-4000 x51240

Juliane Ziter  
Executive Director of Human Resources  
Address:  
CNM Main Campus  
Ted Montoya Building  
Room TM 104E  
525 Buena Vista SE  
Albuquerque, NM 87106  
[JZiter@cnm.edu](mailto:JZiter@cnm.edu)  
505-224-4000 x51294

### **Employees' Responsibilities to Report**

CNM will respond promptly in a manner that is not deliberately indifferent when actual knowledge of sexual harassment in a CNM educational program or activity against a person in the United States is received by the Title IX Coordinator or an official with authority.

CNM's officials who have authority to institute corrective measures on behalf of CNM, also known as an "official with authority" include the following: Deans, Associate Deans, Security, Director of Student Life, Program and Department directors, supervisors or managers and HR consultants.

### **Definitions**

Actual knowledge –notice of sexual harassment or allegations of sexual harassment to a recipient's Title IX Coordinator or any official of the recipient who has authority to institute corrective measures on behalf of the recipient, or to any employee of an elementary and secondary school.

Advisor - An advisor is an individual chosen by a complainant or a respondent to provide guidance during the grievance process.

Business day - is defined as Monday through Friday, excluding holidays.

Complainant – an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Decision maker - who is not the same person as the Title IX Coordinator or the investigator to reach a determination regarding responsibility by applying the standard of evidence the recipient has designated in the recipient's grievance process for use in all formal complaints of sexual harassment.

Designee- trained staff designated to help the Title IX Coordinator with Title IX responsibilities.

Employee - There are two categories of Central New Mexico Community College (CNM) employees: instructional and non-instructional. Instructional employees include exempt and non-exempt instructors and instructional support employees working on an academic-year basis. Instructional support employees include instructional technicians, laboratory technicians and tutors. Non-instructional employees are exempt and non-exempt employees hired to perform duties other than student instruction.

Inculpatory evidence - evidence that shows, or tends to show, a person's involvement in an act, or evidence that can establish guilt.

Exculpatory evidence - evidence favorable to the defendant in a criminal trial that exonerates or tends to exonerate the defendant of guilt.

Formal complaint – a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment.

Investigator - the investigator is charged with gathering information and determining what occurred.

Program or activity - an educational program or activity includes locations, events, or circumstances over which the institution exercises control over both the respondent and the context in which the sexual harassment occurred.

Remedies –action designed to restore or preserve the complainant's equal educational access.

Respondent – an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Sanctions – action taken to end the misconduct, prevent its recurrence, and remedy its effects on the reporting party and the College community.

Standard of evidence - All reports of alleged sexual misconduct will be reviewed and investigated thoroughly using a preponderance of the evidence standard of review. This preponderance is based on the more convincing evidence and its probable truth or accuracy, and not on the amount of evidence.

Student - "student" means any person enrolled or taking a course at CNM, which includes all campuses and all other CNM instructional locations, and any student organization recognized by CNM.

Supportive measures – individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual harassment.

Witness - an individual who has direct knowledge of or information about the allegation being made

### **Prohibited Conduct – Sexual Misconduct**

CNM is committed to providing an environment that is free of sexual misconduct. This policy applies to all faculty, staff, students and third parties, regardless of sexual orientation or gender identity. Sexual misconduct represents a serious threat to the well-being of all individuals on CNM campuses or centers and will not be tolerated. CNM requires all employees, students and third parties to report suspected violations of this policy whether or not the alleged conduct occurred on or off campus.

The prohibited behaviors listed below are serious offenses and will result in College discipline.

**Quid Pro Quo Sexual Harassment** - An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct

**Title IX 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 recipient's education program or activity

### **Clery/VAWA offenses definitions:**

**Sexual Assault (Sex Offenses):** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.
- **Fondling:** The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.

### **The Federal definition (from VAWA) of Domestic Violence: a 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 the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; 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 in which the crime of violence occurred

**The Federal definition (from VAWA) of Dating Violence: the term “dating violence” means violence committed by a person:**

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- The existence of such a relationship shall be determined based on the reporting party's statement with consideration of:
  - the length of the relationship;
  - the type of relationship;
  - the frequency of interaction between the persons involved in the relationship
- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse
- Dating violence does not include acts covered under the definition of domestic violence

**The Federal definition (from VAWA) of Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to:**

- fear for the person's safety or the safety of others; or
  - suffer substantial emotional distress
- For the purposes of this definition:**
- Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property
  - Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim
  - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling

**Consent**

In order to give effective consent, a person must be of legal age. Consent means a voluntary and informed agreement to engage in sexual activity. Consent can be withdrawn at any time. The following list details situations where consent is invalid.

- A person who is incapacitated, unconscious, or asleep cannot give valid consent.
- A person with an intellectual disability may not be able to give valid consent.
- Valid past consent does not imply future consent. In other words, each instance of sexual activity is looked at separately to determine if there was consent by all parties.
- Silence or failure to resist does not imply consent.

Additionally, the use of force or threats to obtain consent renders the consent invalid.

**Retaliation and False or Inaccurate Accusations**

It is a violation of the Title IX policy to retaliate against any person reporting suspected sexual misconduct, assisting with an investigation regarding such report, or testifying in matters related to a report of sexual misconduct. Suspected retaliation should be reported to the appropriate Title IX Coordinator immediately.

It is important to protect individuals from false, unsubstantiated, or inaccurate accusations. An employee or student who knowingly provides false information or knowingly makes a false report of suspected misconduct or a subsequent false report of retaliation, or who knowingly provides false answers or information in response to an ongoing investigation will be subject to disciplinary action.

### **Amnesty for Other Violations**

In order to encourage reports of conduct that is prohibited under this policy, CNM may offer leniency with respect to other violations which may come to light as a result of such reports, depending on the circumstances involved.

### **Training for Title IX Personnel**

CNM's Title IX Personnel are unbiased and free from conflicts of interest. Title IX personnel receive annual training that do not rely on sex stereotypes and promote impartial investigations and adjudications of formal complaints of sexual harassment. Title IX Personnel include the Title IX Coordinator, any investigator, any decision-maker, and any person who facilitates as informal resolution. See Appendix for Training Materials.

### **Record Retention**

CNM will maintain Title IX records for a period of seven years. The Title IX records include: investigatory reports, transcripts and/or recordings of hearings, records of actions, any appeal and the results, any informal resolution and the results, and all Title IX personnel training materials.

### **Modification and Review of Policy**

CNM reserves the right to modify this policy to take into account applicable legal requirements or extraordinary circumstances. At regular intervals, the College will review this policy to determine whether modifications should be made.

## **Grievance Process**

Central New Mexico Community College (CNM) prohibits acts of sexual violence. CNM is committed to providing students and employees with a learning and/or working environment that is safe and harassment-free. Alongside HR, the Dean of Students office administers Title IX guidelines which prohibit discriminating on the basis of sex in any education programs or activities operated by recipients of Federal financial assistance.

### **Response to Sexual Harassment**

CNM will respond promptly in a manner that is not deliberately indifferent when actual knowledge of sexual harassment in an educational program or activity is received. A fair and impartial investigation will be conducted to determine what occurred and the necessary steps will be taken to resolve the situation.

Complainants and respondents will be treated equitably by offering supportive measures to a complainant, and by following a grievance process before the imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent. CNM may conduct an individualized safety and risk analysis to determine if an emergency removal of a student respondent or administrative leave for an employee is necessary.

## **Reporting Options**

Any person who feels he or she has been a victim of sexual misconduct or who witnesses an instance of alleged sexual misconduct is required to immediately report the matter to the appropriate Title IX Coordinator (Dean of Students and Executive Director of Human Resources) or any official with authority (see Employee's Responsibility section for list). Special arrangements may be made to prevent continuation of the alleged misconduct. Victims should also contact CNM's Security Department, (505) 224-3001, to file a report.

## **Confidentiality**

Both the complainant and respondent shall be treated respectfully throughout the investigation process. To the extent permitted by applicable laws, CNM will keep matters under the Title IX policy confidential and private. Only persons who have a legitimate "need to know" will be privy to the information surrounding a complaint or report of sexual harassment. CNM cannot promise absolute confidentiality. Either party has the right to discuss the allegations under investigation or to gather and present relevant evidence.

## **Release of Information**

If the CNM Security Department becomes aware of a serious and continuing threat to the campus community, the Security Department may issue a timely warning in accordance with federal regulation to protect the health or safety of the community. The Security Department may also publish a reported incident in the daily crime log or annual security report. CNM will not disclose the name or other personally identifiable information of the complainant unless it has received the express consent of the complainant or unless the release of such information is consistent with legal requirements or mandated by law.

## **Supportive Measures**

Supportive measures are available for the complainant and respondent of a Title IX case and are free of charge. They are individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual harassment. Supportive measures provided to parties will be kept confidential, to the extent possible. Supportive measures may include:

- Counseling (available for employees only through the EAP)
- Extension of deadlines
- Course related adjustments
- Modification of schedules
- Campus escorts
- Mutual no-contact orders
- Changes in work schedules
- Leave of absence
- Increase security or monitoring

## **Interim Action**

Emergency removal may be necessary if a student respondent poses an immediate risk to the physical health or safety of complainant or another person on campus as a result of allegation. An individualized safety and risk assessment will be conducted to determine that an immediate threat justifies removal. The respondent will be provided notice and an opportunity to challenge the decision immediately following the removal.

A non-student employee respondent may be placed on administrative leave during the pendency of a grievance process.

### **Presumption of Not Responsible**

A respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

### **Prompt Timeframes**

Students and employees may expect reasonable prompt time frames for conclusion of the grievance process. Including reasonably prompt time frames for filing and resolving appeals and any informal resolution processes available. The grievance process will allow for the temporary delay or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action.

### **Report vs Formal Complaint**

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Once a report is received the Title IX Coordinator will contact the complainant to discuss availability of supportive measures, and to explain the process to file a formal complaint. A formal complaint is required to initiate a grievance process or informal resolution. The Title IX Coordinator or the parents/guardians of minors may also sign a formal complaint.

### **Actual Knowledge**

When a report of sexual harassment is received by the Title IX Coordinator or an official with authority, the Title IX Coordinator will promptly contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the option and process for filing a formal complaint.

### **Notice of Allegations**

Upon receipt of a formal complaint, CNM will provide written notice to the parties who are known. The notice will include CNM's grievance process and any informal resolution process, reported allegation of sexual harassment, statement that the respondent is presumed not responsible for the alleged conduct, may have an advisor of choice, who may be, but is not required to be an attorney, and CNM's policy regarding making false statements or inaccurate allegations. Additional notices will be provided for allegations that were not included in the initial notice.

### **Advisors**

Throughout the grievance process, each party may have an advisor of their choice; parties may change their advisor at any time during the grievance process. An advisor is an individual chosen by a complainant or a respondent to provide guidance during the grievance process. An advisor may be a member or non-member of the Community community, and may be an attorney. If a party does not have an advisor, CNM will provide without fee or charge to that party, an advisor of our choice, who may be, but is not required to be, an attorney.

The advisor may attend any interview or meeting connected with the grievance process, but the advisor may not actively participate in interviews and may not serve as a proxy for the party.

During the live hearing, cross examination and questioning must be conducted by the party's advisor of choice, and *never* by the party personally.

Any individual who serves as an advisor is expected to make themselves available for meetings and interviews throughout the investigation process, as well as the hearing, as scheduled by the College.

### **Dismissal of A Formal Complaint**

A formal complaint may be dismissed if the conduct alleged in the formal complaint does not constitute sexual harassment as defined by the Title IX regulations, did not occur in a CNM education program or activity, or did not occur against a person in the United States. These complaints may be adjudicated under the Student Code of Conduct or Code of Conduct and Workplace Behavior policy.

Formal complaints may also be dismissed if a complainant notifies the Title IX Coordinator in writing their wish to withdraw the formal complaint or any allegations, if the respondent is no longer enrolled or employed by CNM, or specific circumstances prevent CNM from gathering evidence sufficient to reach a determination as to the formal complaint or allegations.

### **Consolidation of Complaints**

CNM may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

### **Informal Resolution**

An informal resolution process may be available once a formal complaint has been filed. The informal resolution process is a voluntary, structured interaction between the complainant and respondent to resolve concerns at the earliest stage possible. Parties will be provided written notice regarding the informal resolution process, which both parties must submit their voluntary written consent. At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint. CNM anticipates that cases eligible for an informal resolution process will be completed within 60 days of parties' election to use the informal resolution process. Informal resolutions are not available to resolve allegations that an employee sexually harassed a student. See Appendix for Informal Resolution.

### **Investigation**

CNM must investigate the allegations in any formal complaint and will send written notice to both parties (complainant and respondent) and their advisors of the allegation(s) upon receipt of a formal complaint. The burden of gathering evidence and burden of proof will remain with CNM. Parties will be given equal opportunity to present fact and expert witnesses and other inculpatory and exculpatory evidence. Parties are allowed to discuss the allegations or gather evidence. Written notice will be given to a party and witness whose participation is invited or expected with sufficient time to prepare for the investigation.

Both parties will be given equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint. The preliminary report of all evidence will be provided to both parties and their advisors to inspect and will be given 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report.

The investigator will provide an investigative report that fairly summarizes relevant evidence to both parties and their advisors at least 10 days prior to a hearing or other time of determination regarding responsibility, for their review and written response.

### **Standard of Evidence**

All reports of alleged Title IX misconduct will be reviewed and investigated thoroughly using a preponderance of the evidence standard of review. This preponderance is based on the more convincing evidence and its probable truth or accuracy, and not on the amount of evidence.

### **Objective Evaluation of Evidence**

An objective evaluation of all relevant evidence will be conducted, including both inculpatory and exculpatory evidence. The credibility determinations will not be based on a person's status as a complainant, respondent or witness.

### **Rape Shield Protections**

Questions and evidence about a complainant's prior sexual behavior is not relevant, unless offered to prove that someone other than the respondent committed the alleged misconduct or offered to prove consent.

### **Privileged information**

Privileged information will not be used in the grievance process, unless the person holding such privilege has waived the privilege.

### **Hearing**

CNM's grievance process will provide for a live hearing with cross-examination. The live hearing will be scheduled no less than 10 days after the investigator provides the final investigative report to both parties and their advisors.

A panel of three individuals (Hearing Panel) will hear every case. One of the individuals on the Hearing Panel will serve as the Hearing Panel Chair. The Hearing Panel Chair will have absolute discretion with respect to administering the hearing. The Hearing Panel Chair will be responsible for maintaining an orderly, fair, and respectful hearing and will have broad authority to respond to disruptive or harassing behaviors, including adjourning the hearing or excluding the offending individual, including a party, witness, or advisor.

Prior to the hearing, the Hearing Panel will be provided with the case file, investigative report, and any responses to the investigative report. All members of the Hearing Panel shall review the case file (including the parties' responses), ask questions during the hearing as they deem appropriate, and participate in the deliberations leading to a determination of responsibility.

At least five (5) business days prior to the hearing, the parties and their advisers will be notified of the hearing date, time, and location (or relevant electronic information, if the hearing will be conducted remotely).

In advance of the hearing, parties will be required to identify witnesses to be called at the hearing, as well as to provide a brief written explanation of the information each witness would be asked to provide, such that the Hearing Panel can determine their relevance. The Hearing Panel has the discretion to exclude from the hearing evidence/witnesses/questions deemed irrelevant.

At the Hearing Panel's discretion, pre-hearing meetings may be scheduled with each of the parties and their advisers to explain the hearing protocol.

Cross-examination at the live hearing will be conducted directly, orally, and in real time by the party's advisor of choice and never by the complainant or respondent. Parties may request to participate in the live hearing in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions.

Only relevant cross-examination and other questions may be asked of a party or witness. Rape Shield Protections will be adhered to for complainants; and privileged information will not be allowed unless the party holding such privilege has waived the privilege. The decision-maker(s) will only consider statements that have benefited from the truth-seeking function of cross-examination.

The decision-maker(s) will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. If a party does not have an advisor present, CNM will provide without fee or charge to that party, an advisor of our choice.

### **Determination of responsibility**

The decision-maker(s) will issue a written determination regarding responsibility. The preponderance of the evidence standard will be used to reach determination. The notice will be provided to the parties simultaneously. The determination regarding responsibility becomes final either on the date that CNM provides parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. The Title IX Coordinator will be responsible for implementation of any remedies. Sanctions and remedies are consistent with the Student Code of Conduct and Employee Handbook determination outcomes, which can be found on CNM.edu.

### **Appeals**

CNM will offer both parties an appeal from a determination regarding responsibility. A dismissal of a formal complaint or any allegation will be considered on the following bases:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

The party requesting an appeal must submit a written statement in support of or challenging the outcome to the Title IX Coordinator within five (5) business days from receipt of determination of responsibility notice. The Title IX Coordinator will provide notice regarding the appeal request

and the appeal procedures to both parties. The decision-maker(s) for the appeal will not be the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator. Written notice of the appeal decision will be provided simultaneously to both parties.

Release date August 14, 2020.

## **Appendix**

- Informal Resolution Process
- Training materials used to train Title IX personnel
- Preservation of Evidence
- Protection Orders
- Community Resources
- Education and Prevention