

AT-A-GLANCE

Information About Harvard's New Interim Title IX Sexual Harassment Policy and Interim Other Sexual Misconduct Policy

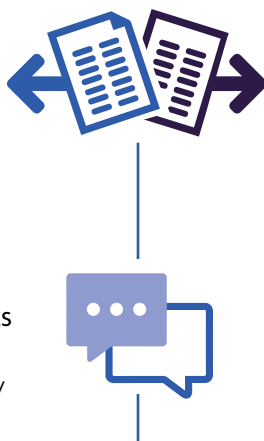
Harvard University **remains committed** to maintaining a safe and healthy educational and work environment in which no member of the University community is, on the basis of sex, including sexual orientation or gender identity, excluded from participation in, denied the benefits of, or subjected to discrimination in any University program or activity.

The University has adopted **two interim policies** that address sexual harassment and misconduct. Conduct prohibited under the University's previous Policy will continue to be prohibited under the two new interim policies.

Interim Title IX Sexual Harassment Policy

(developed in response to the U.S. Department of Education's recent changes to the Title IX regulations)

Formal complaints are investigated by the Office for Dispute Resolution (ODR), then proceed to a **hearing panel**, comprised of trained experts within the Harvard community and trained experts outside of the Harvard community, which issues findings. Sanctions are determined by the School/unit of the respondent (the person identified as engaging in the misconduct).



Interim Other Sexual Misconduct Policy

(developed to address misconduct that falls outside the jurisdiction of the Interim Title IX Sexual Harassment Policy)

Formal complaints are investigated by ODR, but **do not** proceed to a hearing panel. Rather, ODR issues findings, which are then provided to the applicable School/unit of the respondent, to determine sanctions.

The Interim Title IX Sexual Harassment Policy and the Interim Other Sexual Misconduct Policy



share the same **consent definition**. Consent is defined as agreement, assent, approval, or permission given voluntarily and may be communicated verbally or by actions.



use the **preponderance of evidence** standard. Preponderance of evidence means, based on the circumstances and information gathered during an investigation, it is more likely than not that a violation of a policy occurred.



prohibit **retaliation** against an individual for raising an allegation of sexual harassment and other sexual misconduct, for cooperating in an investigation or hearing of such a complaint, or for opposing discriminatory practices prohibited by either interim policy.



require **responsible employees** to share information with the School/unit Title IX Resource Coordinator or the University Title IX Office when they learn about concerns of sexual harassment or other sexual misconduct.

Supportive Measures

School/unit Title IX Resource Coordinators will continue to be your primary point of contact for providing supportive measures such as: counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, no contact orders, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. To find your local Title IX Resource Coordinator, please visit the [University Title IX website](#).

