

Stanbridge University

Title IX Non-Discrimination & Grievance Process Policy

Main Campus

Stanbridge University – Orange County
2041 Business Center Drive
Irvine, CA 92612

Satellite Location (Extension of the Main Campus)

Stanbridge University – Riverside
1325 Spruce Street
Riverside, CA 92507

Branch Campus

Stanbridge University – Los Angeles
2215 West Mission Road
Alhambra, CA 91803

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**STANBRIDGE
UNIVERSITY**

Title IX Non-Discrimination & Grievance Process Policy

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I. INTRODUCTION

Title IX of the Education Amendments Act of 1972 prohibits discrimination on the basis of sex in any education program or activity operated by a recipient that receives federal financial assistance. As an educational institution subject to Title IX, Stanbridge University is committed to creating a safe and inclusive learning and working environment free from sex-based discrimination, harassment, and retaliation. The university has adopted this Title IX Non-Discrimination & Grievance Process Policy ("Policy"). As set forth herein,

Stanbridge University:

- Does not discriminate on the basis of sex, sexual orientation, gender, pregnancy, and gender identity in admissions and employment, and is committed to providing an educational and workplace environment that is free from sex-based discrimination, harassment, and retaliation;
- Prohibits discrimination on the basis of sex, sexual orientation, gender, pregnancy, and gender identity in its educational programs and activities, as required by law;
- Is committed to promoting fairness and equity in all aspects of its operations; and
- Values and promotes the equal dignity of all community members and is committed to the pursuit of just resolutions with respect to the rights of all parties involved.

This Policy is adopted to prevent discrimination prohibited under Title IX and provide a prompt, fair, and impartial process to address complaints of alleged discrimination based on sex.

Inquiries about this Policy or the application of Title IX may be referred to Stanbridge University's Title IX Coordinator, the Assistant Secretary of the Department of Education's Office for Civil Rights, or both.

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II. OVERVIEW OF TITLE IX POLICY AND GRIEVANCE PROCESS: GENERAL PROVISIONS

RESPONSIBILITIES OF THE TITLE IX COORDINATOR

The Title IX Coordinator oversees implementation and enforcement of this Policy, which includes primary responsibility for coordinating the University's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under this policy.

The University's Title IX Coordinator is identified below and may be contacted with questions about this Policy, to file a report or formal complaint, or to otherwise assist individuals in ensuring equal access to the University's educational programs or activities in compliance with Title IX.

Stanbridge University – Orange County and Riverside

Title IX Coordinator: Cynthia Barahona
Director of Student Services
Address: 2041 Business Center Drive, Suite 107
Irvine, CA 92612
Tel.: (949) 794-9090 Ext. 5158
Email: cbarahona@stanbridge.edu

Title IX Coordinator: Geanine Jubran
Associate Director of Student Services
Address: 2041 Business Center Drive, Suite 107 Irvine, CA 92612
Tel.: (949) 794-9090 Ext. 5008
Email: gjubran@stanbridge.edu

Stanbridge University – Los Angeles

Title IX Coordinator: Cynthia Barahona
Director of Student Services
Address: 2041 Business Center Drive, Suite 107
Irvine, CA 92612
Tel.: (949) 794-9090 Ext. 5158
Email: cbarahona@stanbridge.edu

Title IX Coordinator: Alyona Carrico
Assistant Director of Student Services
Address: 2215 W. Mission Road
Alhambra, CA 91803
Tel.: (626) 655-9391 Ext. 5059
Email: acarrico@stanbridge.edu

Individuals may also contact the U.S. Department of Education's Office for Civil Rights with Title IX questions. (Please note that inquiries to OCR alone are not sufficient to allow appropriate responsive action by the University. To ensure your concern is appropriately addressed under this Policy, please file a report with the University's Title IX Coordinator).

Office for Civil Rights (OCR)
U.S. Department of Education 400 Maryland Avenue, SW Washington, D.C. 20202-1100
Customer Service Hotline #: (800) 421-3481

¹Stanbridge University may be referred to interchangeably as the "University" throughout this Policy.

²All capitalized terms not defined within this Policy are defined in Appendix A.

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Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Web: <http://www.ed.gov/ocr>

HOW TO MAKE A REPORT OR FORMAL COMPLAINT OF AN ALLEGED TITLE IX VIOLATION

Any person may report alleged sex discrimination, sexual harassment, or retaliation to the Title IX Coordinator, irrespective of whether the reporting person is the alleged victim of such conduct. A report is differentiated from a formal complaint ("Complaint"), which is a document filed/signed by the complainant or signed by the Title IX Coordinator alleging sexual harassment and requesting that the University investigate the allegation(s) and implement the University's Grievance Process. A report or complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail at any time (including during non-business hours), using the contact information in the section immediately above or as described below:

To the Title IX Coordinator.

Stanbridge University – Orange County and Riverside

Title IX Coordinator: Cynthia Barahona
Director of Student Services
Address: 2041 Business Center Drive, Suite 107
Irvine, CA 92612
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Title IX Coordinator: Alyona Carrico Assistant
Director of Student Services
Address: 2215 W. Mission Road
Alhambra, CA 91803
Tel.: (626) 655-9391 Ext. 5095
Email: acarrico@stanbridge.edu

AFTER MAKING A REPORT OR FORMAL COMPLAINT

Upon receipt of a report or complaint, the Title IX Coordinator shall undertake an initial assessment to determine appropriate next steps as required under this Policy, including making an initial threat assessment to ensure there is no immediate danger to complainant or the campus community and, if there is, to take appropriate action, which may include emergency removal of respondent as described below.

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The Coordinator shall contact complainant to discuss the availability of appropriate supportive measures that may be implemented with input from the complainant irrespective of, and in addition to, any resolution process including the Formal Grievance Process, and will notify complainant about the right to have an advisor.

If the report has been made without filing a complaint, the Title IX Coordinator will review the allegations and discuss options with the complainant, including the option of proceeding with a complaint. If the complainant does not want to proceed with a complaint, the Coordinator may initiate a complaint if the Coordinator determines that a complaint is warranted.

If the complainant files a complaint, or the Title IX Coordinator initiates a complaint, the matter will proceed as described under the Grievance Process.

After submission of a complaint and after notifying the respondent of the complainant's allegations, the parties will be notified of the availability of informal resolution, as applicable. All parties must voluntarily consent in writing to any informal resolution process. The parties may withdraw such consent at any time and resume the Formal Grievance Process.

At all stages of the process, irrespective of any resolution or grievance process which may be implemented, responsive and reasonable supportive measures will be implemented to ensure continued access to the University's educational program or activities.

EMERGENCY REMOVAL OF RESPONDENT

The University reserves the right to remove a respondent from its education program or activities on an emergency basis when the respondent poses an immediate threat to the health or safety of any student or campus community member. The University will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. If an emergency removal is imposed, the respondent will be given notice of the removal and the option to meet with the Title IX Coordinator prior to such action/removal being imposed, or as soon thereafter as reasonably possible, to show cause why the removal should not be implemented. Emergency removal decisions are not subject to Appeal.

ADMINISTRATIVE LEAVE OF EMPLOYEE RESPONDENT

Respondents that are University employees may be placed on administrative leave during the pendency of a grievance process as determined by the University and the Title IX Coordinator.

COMPLAINANT'S DECISION TO PURSUE A COMPLAINT

If a complainant does not wish to be identified, does not wish for an investigation to take place, or does not want a complaint to be pursued, the complainant may make such a request to the Title IX Coordinator, who will evaluate the request in light of the duty to ensure campus safety and compliance with state and federal law. The University will comply with complainant's wishes unless the Coordinator determines that initiating a complaint is warranted under the circumstances.

If the Coordinator independently initiates a complaint, the complainant may have as much or as little involvement in the process as the complainant desires. The complainant retains all rights of a complainant under this Policy irrespective of participation level. Irrespective of whether a complaint is filed, the University shall offer supportive measures to ensure complainant's continued access to the University's educational program and activities. If the complainant elects not to file a complaint, the complainant shall retain the right to file a complaint later.

COMPLAINT DISMISSAL

Discretionary Dismissal

The University may dismiss a formal complaint or any allegations therein if at any time during the investigation or hearing:

1. The conduct alleged in the complaint does not constitute sexual harassment as defined in under Title IX; and/or
2. The conduct did not occur in an educational program or activity controlled by the University (including buildings or property controlled by recognized student organizations); and/or
3. The University does not have jurisdiction over the respondent; and/or
4. The conduct did not occur against a person in the United States; and/or

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5. At the time of filing a complaint, the complainant is not participating in or attempting to participate in the education program or activity of the University.
6. A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the complaint or any allegation therein; or
7. The respondent is no longer enrolled in or employed by the University; or
8. Circumstances prevent the University from gathering evidence sufficient to reach a determination as to the complaint or allegations therein.

Upon any dismissal, the University shall promptly send written notice of the dismissal and its rationale simultaneously to the parties. This dismissal decision is appealable by any party under the procedures for appeal below.

Dismissed complaints may include conduct that could be considered a potential violation of the University's Code of Conduct and/or Employee Handbook and may be addressed through other applicable, non-Title IX conduct policies and procedures accordingly.

CONSOLIDATED COMPLAINTS

If a complaint involves one or more complainant(s) and/or respondent(s) and allegations arising out of the same set of circumstances, the University may elect to consolidate complaints.

TIME LIMITS ON REPORTING

There is no time limitation on making a report or complaint. However, acting on reports or complaints is significantly impacted by the passage of time and occurrence of other events (including, but not limited to, the rescission or any revision of this Policy), and is at the discretion of the Title IX Coordinator, who may, among other things, document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate. Additionally, if the respondent is no longer subject to the University's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible.

ANONYMOUS REPORT OR COMPLAINT

If a complainant makes a report anonymously, it will be investigated by the University to the extent possible, both to assess the underlying allegation(s) and to determine if supportive measures or remedies can be provided. Anonymous reports typically limit the University's ability to investigate and respond, depending on what information is shared. In some situations, the Title IX Coordinator may proceed with the issuance of a formal complaint even when the complainant's report has been made anonymously.

CONFIDENTIALITY

The University shall undertake reasonable efforts to preserve the confidentiality of reports and complaints. The University shall not disclose any report or complaint except as provided herein and as necessary to effectuate this Policy, or as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99, or as required under applicable law.

Certain professionals have a legal and/or ethical responsibility to maintain communications made in the scope of their professional roles in strict confidence. Some of these roles include licensed professional counselors/mental health providers, licensed medical and health care providers, victim advocates, ordained/licensed clergy, licensed attorneys and rape crisis or domestic violence resources. Complainants or respondents wishing to speak to someone confidentially are encouraged to seek out such resources. Communications with such professionals are considered legally privileged and cannot be revealed without a party's express written consent.

SUPPORTIVE MEASURES

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the University's education program or activity,

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including measures designed to protect the safety of all parties or the University's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available upon receipt of a report or a complaint alleging possible sexual harassment. At the time that supportive measures are offered, the University will inform the complainant, in writing, that they may file a formal complaint with the University either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

The University shall maintain the confidentiality of the supportive measures to the greatest extent reasonably practicable, provided that confidentiality does not impair the University's ability to provide supportive measures or otherwise fulfill its obligations under this Policy. The University will implement measures in a way that does not unreasonably burden the other party.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, referral to medical or healthcare services, referral to community-based services, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.

AMNESTY FOR COMPLAINANTS AND WITNESSES

The University encourages the reporting of misconduct and crimes by complainants and witnesses. Sometimes, complainants or witnesses are hesitant to report or participate in grievance processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

It is in the best interests of the University community that complainants choose to report misconduct to University officials, that witnesses come forward to share what they know, and that all parties be forthcoming during the process.

To encourage reporting and participation in the process, the University may offer parties and witnesses amnesty from minor violations of other University policies – such as underage alcohol consumption or personal use of illicit drugs – that may be associated with the incident.

Amnesty is not applicable to more serious allegations, such as physical abuse of another or illicit drug distribution.

RIGHT TO AN ADVISOR

The parties have the right to select an advisor of their choice to accompany them to any or all meetings and interviews during the resolution process. There are no limits on who can serve as an advisor; it may be a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. The University will not appoint an advisor for either party.

An advisor who is also a witness to the allegations in the complaint creates potential for bias and conflict of interest. A party who chooses an advisor who is also a witness can anticipate that issues of potential bias will be explored by the decision-maker(s) and may, but will not necessarily, impact the final determination. The University cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not select or retain an attorney or cannot afford an attorney, the University is not obligated to provide the other party with an attorney.

CONFLICT-OF-INTEREST & BIAS

Title IX Personnel are trained to ensure they have no conflict of interest and are not biased for or against any party in a specific case, or for or against complainants and/or respondents. To raise any concern involving bias, conflict of interest or other misconduct by any Title IX Personnel, contact the Office of Instruction to report your concern.

³In highly limited circumstances, such as when presenting an immediate threat or danger to another, or when subject to a court order, confidential communications may be revealed without the consent of a party.

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RESOLUTION TIMELINE

The University will make a good faith effort to complete the resolution process fairly and promptly. The duration of a matter that proceeds through the Formal Grievance Process is determined by many factors including, but not limited to, the cooperation and availability of the parties and witnesses, potential concurrent criminal investigations, and the University closures, among others. The University will avoid all undue delays within its control and will grant reasonable extensions of time, upon written request and showing of good cause, by a party. The University shall provide the parties written notice of delays and/or extensions, including appeal, which can be extended as necessary for appropriate cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

NOTIFICATIONS TO PARTIES

All notifications to the parties noted herein will be made by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official University records, or emailed to the parties' University-issued email or otherwise approved account. Once mailed, e-mailed and/or received in-person, notice will be presumptively delivered.

CLERY ACT REPORTING

Reports or complaints of sexual assault, domestic violence, dating violence, and/or stalking that pose a serious or continuing threat of bodily harm or danger to members of the campus community may trigger a timely warning obligation by the University under the Clery Act. If a warning is deemed necessary, the University will ensure that a complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.

In addition, the University is obligated to report and disclose crimes under the Clery Act, including the crimes of sexual assault, domestic violence, dating violence and stalking as defined in this Policy, for statistical reporting purposes only. Reports of these crimes do not include personally identifiable information and therefore preserve the confidentiality of any involved parties.

RETALIATION

The University prohibits retaliation under this Policy. Retaliation may include intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy and procedure. Alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. The University will take appropriate action to protect individuals who fear that they may be subjected to retaliation.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this Policy and procedure does not constitute retaliation. Relatedly, a determination of responsibility alone is not sufficient to conclude that any party has made a materially false statement in bad faith.

THE UNIVERSITY'S MANDATORY RESPONSE OBLIGATIONS

Stanbridge University's mandatory response obligations under this Policy arise when Stanbridge University has Actual Knowledge of conduct that may constitute sexual discrimination, harassment, or retaliation, as defined herein. Actual Knowledge occurs when the Title IX Coordinator or a University official with authority to implement corrective measures ("OWA") becomes aware of the potential occurrence of such conduct. Actual notice received by any of these OWAs constitutes Actual Knowledge upon which the University's mandatory response obligations arise under this Policy. Additionally, the University has identified Mandated Reporters who are required under the University's policy to report known or suspected discrimination to the Title IX Coordinator. In these cases, the University must act to stop, remedy and prevent future recurrence of prohibited conduct through application of this Policy.

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NOTICE, DISSEMINATION AND PUBLICATION OF POLICY

Title IX requires Stanbridge University to notify applicants for admission or employment as well as students, employees, and, if applicable, unions or professional organizations holding collective bargaining of collective agreements with the University, of this Policy. Stanbridge University complies with Title IX's notice requirements, including prominently publishing its Non-Discrimination & Grievance Process Policy and contact information for the Title IX Coordinator on its website and in other publications.

III. SEXUAL HARASSMENT DEFINED, JURISDICTION & SCOPE OF POLICY

SEXUAL HARASSMENT DEFINED

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of California regard sexual harassment as an unlawful discriminatory practice.

Stanbridge University has adopted the following definition of sexual harassment to address the unique environment of an academic community, which consists not only of employers and employees but also students. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, pregnancy, sexual orientation, gender identity, and/or pregnancy status of those involved.

Sexual harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as: Conduct on the basis of sex that satisfies one or more of the following:

- I. Quid Pro Quo:
 - A. A University employee,
 - B. conditions the provision of an aid, benefit, or service of the University,
 - C. on an individual's participation in unwelcome sexual conduct; and/or
- II. Sexual Harassment:
 - A. unwelcome conduct,
 - B. determined by a reasonable person,
 - C. to be so severe, and
 - D. pervasive, and,
 - E. objectively offensive,
 - F. that it effectively denies a person equal access to the University's education program or activity.
- III. Sexual assault, defined as:
 - A. Sex Offenses, Forcible:
 1. Any sexual act directed against another person,
 2. without the consent of the complainant,
 3. including instances in which the complainant is incapable of giving consent.
 - B. b. Forcible Rape:
 1. Penetration,
 2. no matter how slight,
 3. of the vagina or anus with any body part or object, or
 4. oral penetration by a sex organ of another person,
 5. without the consent of the complainant.
 - C. Forcible Sodomy:
 1. Oral or anal sexual intercourse with another person,
 2. forcibly,
 3. and/or against that person's will (non-consensually), or
 4. not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

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- D. Sexual Assault with an Object:
 - 1. The use of an object or instrument to penetrate,
 - 2. however slightly,
 - 3. the genital or anal opening of the body of another person,
 - 4. forcibly,
 - 5. and/or against that person's will (non-consensually),
 - 6. or not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- E. Forcible Fondling:
 - 1. The touching of the private body parts of another person (buttocks, groin, breasts),
 - 2. for the purpose of sexual gratification,
 - 3. forcibly,
 - 4. and/or against that person's will (non-consensually),
 - 5. or not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- F. Sex Offenses, Non-forcible:
 - 1. Incest:
 - a. Non-forcible sexual intercourse,
 - b. between persons who are related to each other,
 - c. within the degrees wherein marriage is prohibited by California state law.
 - 2. Statutory Rape:
 - a. Non-forcible sexual intercourse,
 - b. with a person who is under the statutory age of consent of 18 years of age in California.
- IV. Dating Violence, defined as:
 - A. violence,
 - B. on the basis of sex,
 - C. committed by a person,
 - D. who is in or has been in a social relationship of a romantic or intimate nature with the complainant.
 - 1. The existence of such a relationship shall be determined based on the complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - 2. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - 3. Dating violence does not include acts covered under the definition of domestic violence.
- V. Domestic Violence, defined as:
 - A. violence,
 - B. on the basis of sex,
 - C. committed by a current or former spouse or intimate partner of the complainant,
 - D. by a person with whom the complainant shares a child in common, or
 - E. by a person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner, or
 - F. by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of California or
 - G. by any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of California.

*To categorize an incident as Domestic Violence, the relationship between the respondent and the complainant must be more than two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

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VI. Stalking, defined as:

- A. engaging in a course of conduct,
- B. on the basis of sex,
- C. directed at a specific person, that
 - 1. would cause a reasonable person to fear for the person's safety, or
 - 2. the safety of others; or
 - 3. Suffer substantial emotional distress.

For the purposes of this definition—

- i. Course of conduct means two or more acts, including, but not limited to, acts in which the respondent 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.

VII. Pregnancy Discrimination, defined as:

- A. discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions,
- B. which effectively denies a person equal access to the University's education program or activity.
 - 1. Reasonable person means a reasonable person under similar circumstances
 - 2. and with similar identities to the complainant.
 - 3. Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

FORCE, COERCION, CONSENT, AND INCAPACITATION

As used in the offenses above, the following definitions and meanings apply:

Force: Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent.

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Coercion: Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Consent: Consent is knowing permission to engage in sexual activity that is voluntarily given through clear verbal communication or by unambiguous behavior.

Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

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Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on Stanbridge University to determine whether this Policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Incapacitation: A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a respondent violates this Policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to an alleged sexual assault violation that the respondent neither knew nor should have known the complainant to be physically or mentally incapacitated. "Should have known" is an objective, reasonable person standard which assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the "who, what, when, where, why, or how" of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual's state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This Policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

JURISDICTION OF THE UNIVERSITY

If the respondent is unknown or is not a member of the University community, the Title IX Coordinator will assist the complainant as requested in identifying appropriate campus and local resources and support options and/or, when criminal conduct is alleged, in contacting local or campus law enforcement to file a police report upon request.

Further, even when the respondent is not a member of the University's community, supportive measures, remedies, and resources may be accessible to the complainant by contacting the Title IX Coordinator. In addition, the University may take other actions as appropriate to protect the complainant against third parties, such as barring individuals from University property and/or events. All vendors serving the University through third-party contracts are subject to the policies and procedures of their employers, or if applicable, to these policies and procedures to which their employer has agreed to be bound by their contracts.

SCOPE OF THE UNIVERSITY'S EDUCATIONAL PROGRAM AND ACTIVITIES

For purposes of this Policy, the University's educational program or activities includes locations, events, or circumstances, within the U.S., where the University exercises substantial control over both the respondent and the context in which the alleged sexual harassment or discrimination occurs and also includes any building owned or controlled by the University or by a student organization that is officially recognized by the University. It also includes online, and cyber manifestations of conduct prohibited by this Policy, when those behaviors occur in or have an effect on the University's education program and activities or use the University networks, technology, or equipment.

IV. INFORMAL RESOLUTION

Informal resolution is available only after a formal complaint has been filed, prior to a determination of responsibility, and if the complainant and respondent voluntarily consent to the process in writing. Informal resolution is not available in cases in which an employee is alleged to have sexually harassed a student.

Informal resolution may involve agreement to pursue individual or community remedies including the following:

- targeted or broad-based educational programming or training;
- supported direct conversation or interaction with the respondent;
- mediation;
- indirect action by the Title IX Coordinator; and
- other forms of resolution that can be tailored to the needs of the parties.

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With the voluntary consent of the parties, informal resolution may be used to agree upon disciplinary sanctions. Disciplinary action will only be imposed against a respondent where there is a sufficient factual foundation, and both the complainant and the respondent have agreed to forego the additional procedures set forth in this school's policy and accept an agreed upon sanction. Any person who facilitates an informal resolution will be trained and free from conflicts of interest or bias for or against either party.

V. FORMAL GRIEVANCE PROCESS

If a formal complaint is filed, the matter will proceed through the Grievance Process as outlined below and will include an objective investigation and the right to appeal. This process will treat complainants and respondents equitably. Any provisions, rule or practice adopted by the University as part of the grievance process, other than those required under Title IX and its implementing regulations will apply equally to both parties. The process will include an objective evaluation of all relevant evidence (inculpatory and exculpatory), will be conducted by trained Title IX Personnel, free from any known conflict of interest or bias, and presumes respondent's non-responsibility until and unless demonstrated otherwise by the evidence and after a Final Determination as been rendered. Disciplinary sanctions or punitive measures will not be imposed against a respondent unless and until there has been a finding of responsibility after application of the process. If at any stage of the investigation it is determined that conditions exist warranting dismissal, the complaint will be dismissed. complainant will continue to be entitled to appropriate supportive measures in such cases.

The University requires impartiality in the process by ensuring there are no actual or apparent conflicts of interest or disqualifying biases of any Title IX Personnel. The parties may, at any time during the resolution process, raise a concern regarding bias, conflict of interest, or any irregularity which may taint the impartiality of the process. Such concerns should be reported in writing to the Title IX Coordinator who will evaluate the concern and take appropriate corrective action to ensure integrity of the process.

NOTICE OF ALLEGATIONS

The Title IX Coordinator will provide written notice of the allegations to the respondent and complainant upon receipt of a formal complaint. The notice will be provided prior to any initial meeting or interview with the respondent and their advisor, if applicable, allowing sufficient advanced notice to prepare.

The notice will include:

- A meaningful summary of all allegations,
- The identity of the parties (if known),
- The precise misconduct being alleged,
- The date and location of the alleged incident(s) (if known),
- The specific policies alleged to have been violated,
- A description of the applicable procedures,
- A statement of the potential sanctions/responsive actions that could result,
- A statement that respondent is presumed not responsible for the reported misconduct unless and until a Final Determination has been rendered at the conclusion of the process,
- Notice that the parties will be given an opportunity to inspect and review all directly related and relevant evidence obtained during the investigation,
- The University's policy on retaliation,
- Information about the privacy of the process,
- The right to have an advisor of their choice, who may be, but is not required to be, an attorney,
- A statement informing the parties that the University's policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process,
- Detail on how the party may request disability accommodations during the interview process,
- An instruction to preserve any evidence that is directly related to the allegations.

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INVESTIGATION

Trained Investigators will be assigned to investigate allegations contained in a formal complaint and will do so objectively. The burden to collect all evidence related to the allegations, including both inculpatory and exculpatory, rests on the University, and not on the parties. Investigators must be free from bias and conflicts of interest. Depending on the complexity of the case, more than one Investigator may be assigned.

INVESTIGATION TIMELINE

The University will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation. The University may undertake a reasonable delay in its investigation under appropriate circumstances. Such circumstances include, but are not limited to, a concurrent law enforcement investigation, the need for language assistance, the absence of parties and/ or witnesses, and/or accommodations for disabilities or health conditions. The University will communicate in writing the anticipated duration of the delay and reason to the parties and provide the parties with status updates as warranted. The University will promptly resume its investigation and resolution process as soon as feasible. During such a delay, the University will implement supportive measures as deemed appropriate.

CONCURRENT LAW ENFORCEMENT INVESTIGATION OR CRIMINAL PROCEEDINGS

The University's grievance process is an administrative procedure required under Title IX to address sexual discrimination, and therefore is separate and independent of any law enforcement investigation or criminal proceedings. While a law enforcement investigation may necessitate a temporary delay in the University's grievance process, such law enforcement investigation does not replace the University's grievance process, as the University is legally obligated to address and remedy potential sexual harassment in its educational programs and activities as set forth in this Policy.

THE INVESTIGATION PROCESS

Investigators serve free from conflict of interest, objectively and without bias. All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses and obtaining available, relevant evidence. The University, not the parties, bears the burden of gathering evidence and burden of proof. Parties have equal opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record.

The investigation will be conducted within a reasonably prompt timeframe, allowing for thorough collection and evaluation of all evidence related to the allegations. The investigator will keep the parties informed as to estimated timelines, and any delays.

ROLE AND PARTICIPATION OF WITNESSES IN THE INVESTIGATION

Witnesses who are University employees are expected to cooperate with and participate in the University's investigation and resolution process. Failure of such witnesses to cooperate with and/or participate in the investigation or resolution process constitutes a Policy violation and may warrant discipline.

Interviews may occur in-person or remotely. Skype, Zoom, FaceTime, WebEx, or similar technologies may be used. The University will take appropriate steps to reasonably ensure the security/privacy of remote interviews.

RECORDING OF INTERVIEWS

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If Investigator(s) elect to audio and/or video record interviews, all involved parties must be made aware of [and consent to] audio and/or video recording.

EVIDENTIARY CONSIDERATIONS IN THE INVESTIGATION

The investigation includes collection of all evidence directly related to the allegations, which is not otherwise privileged. Only evidence which is also deemed relevant is summarized in the investigative report which is considered by the Decision-

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Maker(s), in rendering a determination of responsibility. All parties are provided the opportunity to review all non-privileged evidence gathered during the investigation which is directly related to the allegations in the complaint, whether or not it is also included in the investigative report. All parties are also provided with a copy of the investigative report summarizing relevant evidence only.

Relevant evidence does not include evidence about the complainant's sexual predisposition or prior sexual behavior, unless such evidence is offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the evidence concerns specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Privileged evidence is likewise excluded from both the investigation, investigative report and hearing unless a party expressly waives this privilege in writing and consents to the release of this information during the grievance process.

EVIDENTIARY CONSIDERATIONS IN THE HEARING

Only Relevant Evidence Allowed

Any evidence that the Decision-maker(s) determine(s) is relevant and credible may be considered. Only evidence, which is directly related to the allegations, not subject to an enforceable legal privilege and not otherwise excludable as described here is considered relevant.

The hearing does not consider the following which are deemed not relevant: 1) incidents not directly related to the possible violation, unless they evidence a pattern; or 3) questions and evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Privileged Evidence Must be Excluded

Evidence subject to any recognized legal privilege will not be allowed in the hearing without the prior written waiver of the privilege and consent for its consideration during the grievance process.

When a Party/Witness Refuses to Submit to Cross-Examination

If a party or witness does not attend or chooses not to submit to cross-examination at the hearing, the Decision-maker may not rely on any prior statement made by that party or witness in the ultimate determination of responsibility. The Decision-maker(s) may not draw any inference solely from a party's or witness's absence from the hearing or refusal to answer cross-examination or other questions.

FINAL DETERMINATION AS TO RESPONSIBILITY AND STANDARD OF PROOF

Upon completion of the hearing, the Decision-maker will deliberate privately and will render a finding as to each allegation in the complaint by applying the preponderance of the evidence standard of proof; whether there is a high probability that the respondent violated the Policy as alleged. The decision will be provided simultaneously to the parties through the issuance of a written determination letter, delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official University records, or emailed to the parties' through University-issued email or otherwise approved account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The determination letter will include:

1. Identification of the allegations potentially constituting sexual harassment as defined under the Policy;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits methods used to gather evidence, and hearing held;
3. Findings of fact supporting the determination;
4. Conclusions regarding application of the University's code of conduct to the facts;
5. A statement, and rationale for, the results as to each allegation, including a determination regarding responsibility, and

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disciplinary sanctions the University imposes on the respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the complainant; and

6. The University's permissible bases for the complainant and respondent to appeal. The determination regarding responsibility becomes final after expiration or exhaustion of any appeal rights.

SANCTIONS, DISCIPLINARY ACTION & REMEDIES

The University may consider a number of factors when determining a sanction and/or remedy and will focus primarily on actions aimed at ending, and preventing the recurrence of, discrimination, harassment, and/or retaliation and the need to remedy its effects on the complainant and campus community. Sanctions will be imposed upon either expiration of the appeal window, or after Final Determination on any appeal filed.

Sanctions or actions may include, but are not limited to, those listed below. These may be applied individually or in combination and the University may assign sanctions not listed, as deemed appropriate.

List applicable Student Sanctions:

Warning: A formal statement that the conduct was unacceptable and a warning that further violation of any University policy, procedure, or directive will result in more severe sanctions/responsive actions.

Required Counseling: A mandate to meet with and engage in either University-sponsored or external counseling to better comprehend the misconduct and its effects.

Probation: A written reprimand for violation of University policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any University policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.

Suspension: Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at the University.

Expulsion: Permanent termination of student status and revocation of rights to be on campus for any reason or to attend University-sponsored events.

Withholding Diploma: The University may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has an allegation pending or as a sanction if the student is found responsible for an alleged violation.

Other Actions:

List Applicable Employee Actions:

Warning – Verbal or Written

Performance Improvement/Management Process

Required Counseling

Required Training or Education Probation

Loss of Annual Pay Increase

Loss of Oversight or Supervisory Responsibility

Demotion

Suspension with pay

Suspension without pay

Termination

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Other Actions: *In addition to or in place of the above sanctions, the University may impose any other sanction as deemed appropriate.*

FALSE ALLEGATIONS AND EVIDENCE

Making deliberately false and/or malicious accusations, knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation are policy violations subject to discipline.

LONG-TERM REMEDIES/OTHER ACTIONS

Following the conclusion of the resolution process, and in addition to any sanctions imposed, the Title IX Coordinator may implement additional long-term Remedies or actions with respect to the parties and/or the campus community that are intended to stop the harassment, discrimination, and/or retaliation, remedy the effects, and prevent reoccurrence.

These Remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Education to the individual and/or the community
- Alteration of work arrangements for employees
- Provision of campus safety escorts
- Climate surveys
- Policy modification
- Training or awareness campaigns
- Provision of transportation accommodations
- Implementation of long-term contact limitations between the parties
- Adjustments to academic deadlines, course schedules, etc.
- Modified campus security measures

At the discretion of the Title IX Coordinator, certain long-term support or measures may also be provided to the parties even if no Policy violation is found.

The University will maintain the privacy of any long-term Remedies, provided privacy does not impair the University's ability to provide these services.

FAILURE TO COMPLY WITH DISCIPLINARY SANCTIONS OR OTHER REMEDIES

Respondents are expected to comply with any disciplinary sanction or remedy as set forth in the Final Determination or in response to a final outcome. Failure to abide by the sanction(s)/action(s) whether by refusal, neglect, or any other reason, may result in additional disciplinary action, including suspension, expulsion, and/or any other appropriate actions.

APPEALS

Any party may file an Appeal on the following grounds. Appeals must be submitted in writing to the Title IX Coordinator within seven (7) days of the delivery of the Notice of Outcome. After expiration of the appeal window, the determination will be considered final, and any applicable sanctions will be imposed.

Grounds for Appeal

Appeals may be made 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

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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 specific complainant or respondent that affected the outcome of the matter.

Any sanctions imposed as a result of the Final Determination are stayed during the appeal process.

Title IX personnel with prior involvement in the matter will not be permitted to serve as a Decision-maker in the appeal. Appeals will not include a hearing. A decision on the merits will be based on information provided in the appeal document. If an appeal is based on the availability of new evidence, this evidence must be described with specificity and must be available for review within a reasonably prompt timeframe for consideration.

The appeal outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, and the rationale supporting the findings. Appeal decisions will be made within fourteen (14) business days, barring exigent circumstances, including the review of new evidence not immediately available for submission with the appeal request.

Decisions on appeal will be made by applying the preponderance standard.

Notification of the appeal outcome will be made in writing and will be delivered simultaneously to the parties by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official University records, or emailed to the parties' University-issued email or otherwise approved account. Once mailed, e-mailed and/or received in-person, notice will be presumptively delivered. Decisions on appeal are considered final.

RECORD RETENTION

The University shall maintain the following records related to the implementation of this Policy for at least seven years:

- I. Reports or formal complaints alleging sexual discrimination, including harassment.
- II. Records of any dismissal of a formal complaint.
- III. Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under federal regulation;
- IV. Any disciplinary sanctions imposed on the respondent;
- V. Any Remedies implemented by the University designed to restore or preserve equal access to the University's education program or activity;
- VI. Any appeal and the result therefrom;
- VII. Any Informal Resolution and the result therefrom;
- VIII. All materials used to train Title IX Coordinators, Investigators, Decision-makers, and any person who facilitates an Informal Resolution process. The University will make these training materials publicly available on the University's website. (Note: If the University does not maintain a website, the University must make these materials available upon request for inspection by members of the public.); and
- IX. Any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment, including:
 - A. The basis for all conclusions that the response was not deliberately indifferent;
 - B. Any measures designed to restore or preserve equal access to the University's education program or activity; and
 - C. If no supportive measures were provided, document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

REVISION OF THIS POLICY

This Policy and procedures supersede any previous policy(ies) addressing harassment, sexual misconduct, discrimination, and/or retaliation under Title IX and will be reviewed and updated subject to any relevant change in law or University policy, and on a recurring periodic basis, by the Title IX Coordinator. The University reserves the right to make changes to this Policy as necessary, which become effective when published.

This Policy will not restrict any rights guaranteed against government action by the U.S. Constitution and should be interpreted accordingly and should also be construed to comply with the most recent government regulations or applicable judicial decisions.

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This document generally does not create legally enforceable protections beyond the protection of the background state and federal laws which frame such policies and codes.

This Policy and procedures are effective as of publication.

VI. APPENDIX A: DEFINITIONS

Actual Notice. Notice of sexual harassment or allegations of sexual harassment to the University's Title IX Coordinator or any official of the University who has the authority to institute corrective measures on behalf of the University. The University receives notice when an employee, student, or third-party informs the Title IX Coordinator or other Official with Authority of the alleged occurrence of harassing, discriminatory, and/or retaliatory conduct. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge.

Complainant. An individual who is alleged to be the victim of conduct that could constitute harassment, discrimination or retaliation under Title IX.

Consolidated Complaint. A formal complaint with more than one complainant or respondent arising when multiple parties submit formal complaints arising out of the same facts and circumstances and as deemed appropriate for consolidation by the Title IX Coordinator.

Education Program or Activity. Locations, events, or circumstances where the University exercises substantial control over both the respondent and the context in which the alleged sexual harassment or discrimination occurs and also includes any building owned or controlled by the University or by a student organization that is officially recognized by the University.

Final Determination: A decision rendered and provided in writing to the parties of a formal complaint after application of the University's Grievance Process concluding whether or not respondent is responsible for conduct alleged within a formal complaint in violation of this Policy.

Finding: A conclusion within the Final Determination as evaluated under the burden of proof that a specific allegation within a formal complaint did or did not occur.

Formal Complaint. A document filed and signed by the complainant or signed by the Title IX Coordinator alleging a Policy violation by a respondent and requesting that the University investigate the allegation(s).

Formal Grievance Process. The method of formal resolution designated by the University to address conduct that falls within the scope of this Policy, and which complies with the requirements of 34 CFR Part 106.45.

Decision-maker(s). A trained individual with responsibility for making a Final Determination as set forth in the University's Grievance Process. A Decision-maker must maintain neutrality and cannot perform the function of either the Title IX Coordinator or Investigator.

Informal Resolution Process. An alternative resolution process which may be available to the parties to seek resolution of a formal complaint in lieu of the Formal Grievance Process. Informal resolution is facilitated by appropriately trained individuals, is made available at the discretion of the University and as deemed appropriate by the Title IX Coordinator, and offered only if informed, voluntary and written consent is made by all parties to a complaint. Any party may opt-out of the informal process at any time, and the matter will proceed through the Formal Grievance Process. Examples of informal resolution include, but are not limited to, mediation and restorative justice.

Investigator. A trained individual responsible for fulfilling the University's burden of gathering and evaluating all evidence related to allegations within a formal complaint as required under the University's Grievance Process.

Mandated Reporter. An employee of the University who is obligated by Policy to share knowledge, notice, and/or reports of harassment, discrimination, and/or retaliation with the Title IX Coordinator.

Official with Authority. An employee of the University explicitly vested with the responsibility to implement corrective measures for Title IX harassment, discrimination, and/or retaliation on behalf of the University.

Parties. The complainant(s) and respondent(s), collectively.

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Remedies. Post-Finding actions directed to the complainant and/or the community implemented to address safety, prevent the recurrence of harassment, and ensure continued access to the University's educational program.

Respondent. An individual who has been reported to be the perpetrator of conduct that could constitute harassment, discrimination or retaliation under Title IX.

Sanction. A disciplinary consequence imposed by the University on a respondent who is found to have violated this Policy.

Sexual Harassment. Behavior or conduct as defined under Title IX and its implementing regulations at 34 CFR 106, and as more fully articulated in this Policy.

Title IX Coordinator. The University's employee responsible for ensuring compliance with Title IX.

Title IX Personnel. Those individuals collectively tasked with implementation of this Policy and Grievance Process including specifically, the Title IX Coordinator (including any designees as applicable), any Investigator or any Decision-maker.