

Executive Summary
Title IX Regulation Changes
July 22, 2024

The Department of Education released new Title IX regulations that make significant changes to how institutions must respond to sexual harassment and discrimination claims that will take effect August 1, 2024.

Summary Major Changes to Existing Regulations

1. ***Expanded definitions of sex discrimination.*** The new rule includes sexual orientation, gender identity, and pregnancy. This change will increase the institution's obligations to provide reasonable modifications to students experiencing pregnancy.
2. ***Expanded definition of sex harassment.*** The new definition will include actions that create a hostile environment. This includes sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from your education program or activity.
3. ***Broader scope of potential wrongdoing.*** The new rule expands the jurisdictional scope of Title IX to cover conduct that impacts an institution's programs and activities regardless of where it occurs. This includes outside of the institution's education program or activity.
4. ***Revised grievance hearings.*** The new rules substantially increase flexibility and permit for design of procedures that meet the needs of the institution. Specifically, they eliminate the requirement for live hearings with cross examination and expand the informal resolution options institutions may provide.
5. ***Increased privacy rights.*** This applies to all participants involved in the hearings process.
6. ***Heightened oversight.*** The rules impose a new duty on your institution to more actively monitor your programs and activities for sex discrimination. Institutions must also seek out barriers to reporting that may prevent your Title IX Coordinator from learning of discrimination.
7. ***Quicker resolutions.*** The rules also require institutions to establish and enforce "prompt time frames" for investigating cases of sex discrimination.
8. ***Expanded reporting requirements.*** Employees will have greater obligations to notify the Title IX Coordinator of known or suspected discrimination and/or harassment.
9. ***Increased emphasis on supportive measures.*** Institutions will be required to provide greater support to complainants at all stages of both formal and informal grievance processes.

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