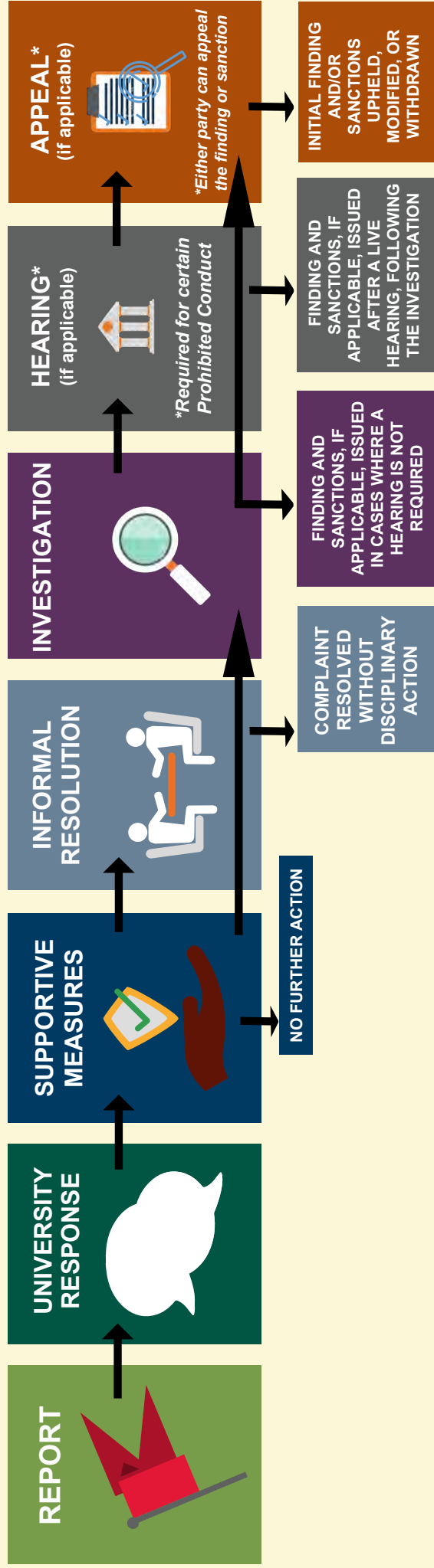




HOWARD
UNIVERSITY

UNDERSTANDING THE TITLE IX ADJUDICATION PROCESS

THE HOWARD UNIVERSITY POLICY PROHIBITING SEX AND GENDER-BASED DISCRIMINATION, SEXUAL MISCONDUCT AND RETALIATION (TITLE IX POLICY)



Effective August 14, 2020, under Title IX law, the formal grievance process for complaints of "Sexual Harassment I" must include a live hearing following the investigation. Sexual Harassment I includes Sexual Assault, Dating or Domestic Violence, Stalking, Quid Pro Quo Sexual Harassment when committed by an employee, and Hostile Environment Sexual Harassment that is severe, pervasive and objectively offensive, as defined by the U.S. Department of Education. All other forms of prohibited conduct under the *Howard University Policy Prohibiting Sex and Gender-Based Discrimination, Sexual Misconduct and Retaliation* (aka, the Title IX Policy) are defined as "Sexual Harassment II" and do not require a live hearing as part of the formal grievance process. To learn more, consult the Howard University Title IX Policy.