

WHAT YOU NEED TO KNOW

Information about MIT's New Title IX Sexual Harassment Policy and MIT's Pre-Existing Sexual Misconduct Policy.



In response to the Department of Education's newly released Title IX regulations, MIT will employ a new **Federal Title IX Sexual Harassment** policy and process where legally required, while continuing to address other forms of sexual misconduct under our pre-existing **MIT Sexual Misconduct** policy and processes.

HERE ARE THE THINGS STAYING THE SAME:

You can access **Confidential Resources** including Violence Prevention and Response, MIT Medical, MIT Student Mental Health & Counseling, Chaplains, and the Ombuds Office to receive emotional, psychological, and physical support and to learn more about your resolution options.



Supportive Measures (such as No Contact Orders, academic extensions, housing changes, etc.) will continue to be available – regardless of an individual's decision to pursue a formal complaint process.



The **preponderance of evidence** (“more likely than not”) standard will continue to apply for all formal complaint processes to determine whether or not an Institute policy was violated.

A voluntary **Informal/Alternative Dispute Resolution Process** will be available for those who do not wish to proceed with a formal complaint process.

MIT will continue to have **Responsible Employees** who have a duty to inform the IDHR office if they learn of a student disclosure of sexual misconduct so that IDHR can reach out to the impacted person and share the full range of resources and options.



All formal complaint processes **for student respondents** will include live hearings with the **option to use remote technology** and to allow parties to be in different physical locations.

MIT still prohibits retaliation

against individuals for raising an allegation of sexual misconduct, participating in a resolution process, or opposing discriminatory practices.



MIT will make a good faith effort to complete any resolution process within **90-120 business days**.

THERE ARE SOME KEY DIFFERENCES BETWEEN THE TWO POLICIES:

- 1. Federal Title IX Sexual Harassment** must occur within an MIT sponsored program or activity within the United States. Incidents that occur outside of this jurisdiction are still prohibited by **MIT's Sexual Misconduct policy**.
- 2. Cross examination: Federal Title IX Sexual Harassment:** The parties' advisors will conduct live cross examination of parties and witnesses during the live hearing. **MIT Sexual Misconduct:** Parties will continue to conduct cross examination *in writing* to the Hearing Chair.
- 3.** MIT will continue to **provide a pool of advisors** for formal complaint processes under pre-existing **MIT Sexual Misconduct** policies and will **now provide parties an advisor to perform cross examination** at live hearings in **Federal Title IX Sexual Harassment** formal complaint processes.



For more information regarding the new policies, visit idhr.mit.edu.