WHAT YOU NEED TO KNOW
Information about MIT’s New Title IX Sexual Harassment Policy and MITs 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:

<table>
<thead>
<tr>
<th>Confidential Resources</th>
<th>Supportive Measures</th>
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<td>Violence Prevention and Response, MIT Medical, MIT Student Mental Health &amp; Counseling, Chaplains, and the Ombuds Office to receive emotional, psychological, and physical support and to learn more about your resolution options.</td>
<td>(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.</td>
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- 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.

- 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** will continue to be available – regardless of an individual’s decision to pursue a formal complaint process.

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

- All formal complaint processes will include live hearings with the option to use remote technology or having the parties 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 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.

- MIT will continue to 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, contact or visit idhr.mit.edu.