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:

- **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 **Adaptable Resolution** will be available for those who do not wish to proceed with a formal complaint process.
- 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.