



Revised Title IX Sexual Harassment Policy Effective Aug. 14

August 14, 2020

The University of Northern Colorado Discrimination Complaints Procedure (DCP) has been updated and amended to include the [U.S. Department of Education's new Title IX Regulations](#) addressing Sexual Harassment. The new regulations take effect on August 14, 2020. You can read UNC's "Additional Procedures" [here](#).

The Office of Institutional Equity and Compliance (OIEC) is responsible for implementing the new regulations for the UNC community and has been working with various campus partners, including students, staff, and faculty to ensure existing protections for involved parties continue under the additional procedures.

The additional procedures will continue to include the ability to fully investigate sexual misconduct (including sexual assault and sexual harassment), intimate partner violence, and stalking allegations occurring on and off campus; provide supportive measures and services to all parties; require mandatory reporting by UNC employees; and ensure due process protections for all parties during formal investigations.

Key mandates of the federal requirements that have been integrated into the additional procedures include:

- Changes to definitions and terminology about what is considered prohibited conduct under Title IX;
- The separation of roles between decision-makers and sexual misconduct investigators; and
- The inclusion of live hearings as part of the decision-making process in formal procedures, include cross-examination of witnesses and involved parties and provision of advisers to involved parties, at no cost and for the purpose of conducting cross examination on behalf of involved parties.

Though the new regulations have prompted some changes to UNC's sexual misconduct policies and procedures, it will not change our fundamental commitment to cultivate a culture of respect and inclusion for all students and community members through processes that are timely, fair, transparent, consistent, and supportive to all parties. We remain steadfastly committed to responding appropriately to possible sexual misconduct on our campus through investigation, adjudication, education, and training.

For more information on reporting and support resources at UNC, please visit:

- Office of Institutional Equity and Compliance: <http://www.unco.edu/sexual-misconduct>
- Assault Survivors Advocacy Program: <http://www.unco.edu/asap>
- Community Standards and Conflict Resolution: <https://www.unco.edu/community-standards/>