



### 1) Why are you changing the Policy on Harassment and Non-Discrimination now?

On April 19, 2024, the U.S. Department of Education released its [Title IX Final Rule](#) to amend the existing Title IX regulations governing how the University responds to complaints of sexual harassment, sexual assault, stalking, dating violence, and domestic violence.

The Final Rule specifies how recipients of federal financial assistance – including Lehigh – must stop, prevent, and remedy sex discrimination and sex-based harassment in all education and employment activities. The new regulations will go into effect on **August 1, 2024**.

These new regulations necessitate updates to the University's [Policy on Harassment and Non-Discrimination](#), which was last revised in August 2020. This provides an opportunity to review and incorporate (as appropriate) prior feedback regarding the Policy, evolving best practices, and elements of the Policy that slow down the processes and otherwise negatively impact the ability to promptly respond to reports and complaints in a consistent manner.

### 2) What are the major topics covered in the [Title IX Final Rule](#)?

Within the 2024 regulations, you will see some new elements:

- Revised and updated definitions of offenses, including sex-based harassment
- Expanded supportive measures for impacted parties
- A variety of potential resolution processes, including informal resolution
- Broader protections for pregnancy and related conditions
- Clarification of how Title IX protects LGBTQIA+ members of our community
- Greater flexibility in how the institution approaches Title IX rights and protections

### 3) Who is involved in drafting policies?

A committee representing offices across the University including Human Resources; LUPD; Student Affairs; Graduate Student Life; Office of the General Counsel; Diversity, Inclusion & Equity; Equal Opportunity & Title IX Compliance; and Faculty Affairs (the Provost Office) has been diligently working for weeks on synthesizing the impact of the Final Rule on the University's policies and practices. Direct contact with other campus partners regarding anticipated revisions will occur shortly.

### 4) Will there be more trainings?

In August, the Title IX Coordinator, in collaboration with other University offices, oversees annual trainings for many constituencies across the University, including but not limited to, all new incoming students, student-athletes, Gryphons, teaching assistants, student clubs and



organizations officers, new faculty members, new department chairs, and new staff members, and will continue to do so, incorporating the new Title IX regulations. In September, the Title IX Coordinator anticipates holding open sessions to explain the updated regulations and the impact on applicable policies.

**5) Do the new regulations impact my ability to receive supportive measures and connect with support resources?**

No, the new regulations continue to ensure that supportive measures and support resources are made available to individuals impacted by sex-based harassment and those impacted by response processes (i.e., complainants and respondents). Upon receipt of a report of sex-based harassment, the Office of Equal Opportunity & Title IX Compliance will continue to contact those impacted by the behavior to offer to connect individuals with support resources and to explore and implement appropriate supportive measures to assist individuals impacted by their experience.

**6) How does this affect me?**

The new regulations require that all employees complete mandatory annual Title IX Training. The exact timing of this training is TBD but will likely occur during the Fall 2024 semester.

**7) What is the process of this rollout?**

The regulations will take effect on August 1, 2024. This includes the update of and modification to the University's Policy on Harassment and Non-Discrimination. The Title IX Office will then conduct trainings for students, faculty, and staff in accordance with its annual training procedure throughout the month of August. The Office of Equal Opportunity & Title IX Compliance plans to hold open sessions that will be available to the campus community throughout the fall semester. Members of the Lehigh Community are encouraged to use this form at any time to submit comments regarding the updated policy [here](#).