

**Sussex County Community College**  
**Policy No.: 200.5**  
**Area: Human Resources**  
**Updated & Adopted: July 28, 2020**

**200.5 Title IX: Prohibition Against Sexual Violence Policy**

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**PURPOSE OF THE POLICY**

The purpose of the policy is to affirm Sussex County Community College's ("the College's") commitment to follow the laws and regulations promulgated thereunder in accordance with Title IX of the Educational Amendments of 1972, and in conducting Title IX investigations, and that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any educational program or activity operated by the College. This prohibition is applicable, but not limited to, acts of intentional discrimination, sexual harassment and sexual violence and any acts of retaliation based upon an individual's report of such actions. The U.S. Department of Education released its Final Rule under Title IX of the Education Amendments of 1972 in May of 2020. This ruling prohibits discrimination on the basis of sex in education programs or activities receiving federal financial assistance. Under the Final Rule, Colleges must ensure fair and transparent process for investigating and adjudicating sexual harassment matters. The Final Rule will carry the force and effect of law on August 14, 2020.

**GENERAL STATEMENT OF PROHIBITION AGAINST SEXUAL VIOLENCE**

It is the policy of the College that all students and staff shall be able to learn and work in an environment free from sexual discrimination, including sexual harassment and violence. No College employee or student shall engage in any improper, inappropriate, or illegal conduct prohibited by this policy. Administration shall develop and disseminate in a manner that is intended to reach all applicants for admission and employment, students, and employees an Annual Notice of Nondiscrimination which delineates employees' and students' rights under this policy and outlines the manner in which reports of intentional or other discrimination, sexual harassment and sexual violence are reported and promptly investigated. The Notice of Nondiscrimination shall include those provisions required by Title IX. **The Title IX Officer for Sussex County Community College is the Director of Human Resources**

**Cross References:**

Policy 200.1	Sexual Harassment Policy
Policy 200.6	Non-Discrimination Policy
Policy 200.12	Equal Employment Opportunity Policy
Policy 200.13	Employment Practices Policy
Policy 200.44	Reasonable Accommodations Policy
Policy 200.45	Grievance Policy for Employees not covered by a Collective Bargaining Agreement

Sussex County Community College Student Handbook

Sussex County Community College Faculty Handbook

## Sussex County Community College Adjunct Faculty Handbook

### **References:**

Civil Rights Act of 1964:

Age Discrimination in Employment Act of 1967

§504 of the Rehabilitation Act of 1973

Age Discrimination Act of 1975

American with Disabilities Act of 1990

New Jersey Law Against Discrimination

Titles VII and IX of the Education Amendments of 1972

The Clery Act

Pregnancy Discrimination Act

Equal Pay Act

New Jersey Equal Pay Act

Genetic Information Non-Discrimination Act of 2008