

## **Dear Students, Faculty, and Staff:**

I'm writing to provide an update on recent developments involving Title IX compliance that impact our community. On August 1, 2024, the College implemented changes to our Title IX sexual misconduct policy and procedures, as required under regulations that were issued by the Department of Education in April 2024. On January 9, 2025, a federal judge issued an order that vacated the 2024 Title IX Regulations. This order has the effect of requiring Cedar Crest – and colleges and universities across the county -- to revert to compliance with the Title IX Regulations that were issued in 2020, effective immediately. This means that complaints of sexual harassment, sexual assault, dating violence, domestic violence, and stalking will be managed in the same way they were during the time-period from 2020-2024, using similar policies and procedures to those that were in place at that time.

Although this does require changes from how our campus has managed our response to complaints of sexual harassment occurring within our education program or activities since August 2024, many of our current practices will continue, including:

- Clear definitions of the offenses noted above,
- Written notice of the allegations and available resolution processes will be provided to the parties to a complaint (complainant and respondent),
- A presumption that a respondent is not responsible unless the evidence proves otherwise,
- A resolution process that is equitable, transparent to the participants, and allows access to evidence prior to any final determination,
- Reasonable and appropriate supportive measures for all parties,
- Prompt notification of final determinations, in writing,
- Emergency removal of respondents who are a danger to the community,
- Sanctions that are commensurate with the severity of policy violations, considering the respondent's prior disciplinary history and any aggravating or mitigating factors,
- A team of well-trained Title IX professionals who are free from conflicts of interest or bias, and
- An appeal process for all findings.

The 2020 Title IX Regulations have a narrow application. They only address sexual harassment that falls within our education program and activity. Other reports of sex discrimination and off-campus misconduct will be addressed through procedures described in the Student Handbook and employee handbooks, as appropriate. The Student Handbook and the Employee Handbook have already been updated.

In addition to robust procedural protections, we will continue to provide education on Title IX, reporting options, and resources to employees and students.

We will continue to maintain a broad mandate for employees to report known misconduct to the Title IX office.

We will continue to offer appropriate accommodations and support to our pregnant students and staff. Please continue to encourage those that disclose to you to contact my office.

We will continue our efforts to make the Title IX and related processes more user-friendly. We stand by our College nondiscrimination statements and policies and will continue to prioritize ensuring that the experience of all our students and staff is free from sex discrimination and sexual harassment in its various forms.

A set of compliant policies and procedures is already available on our [Title IX website](#).

If you have any questions or concerns, please contact my office at [titleix@cedarcrest.edu](mailto:titleix@cedarcrest.edu)

Sincerely,

Amy Porter  
Assistant Dean of Students/Title IX Coordinator