


TITLE IX TRAINING FOR PRESIDENTS

Utah System of Higher Education

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August 5, 2024

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MEET YOUR FACILITATOR



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WHERE WE ARE

- Implementation date

COVERED CONDUCT | 2024 REGULATIONS

- Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.
 - Incorporating *Bostock*.
- Sex-based harassment is a form of sex discrimination and means sexual harassment, and other harassment *on the basis of sex, that is:*
 - Hostile environment sexual harassment
 - Quid Pro Quo
 - Specific Offenses (VAWA)How is this different from sexual harassment as defined in 2020?

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WHAT'S BEEN ELIMINATED IN THE 2024 REGULATIONS

- No requirement to post training
- No recordkeeping requirement relating to actions taken meet obligations under the sections relating to pregnancy
- No "mandatory dismissals"
- No formal complaints required - oral or written are ok
- Fewer barriers to informal resolution

See "A Goodbye GIF By The Rodgers & Hammerstein Organization"

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OVERLAP WITH OTHER LAWS

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