



TITLE IX OFFICE

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Howard University remains committed to providing an educational and employment environment free from sex discrimination and sex-based harassment and will continue to strive to create a community and a culture that is respectful and inclusive. The changes to the University's Title IX Policy help to make the Title IX process more accessible, more transparent, and more user-friendly. Additionally, the new regulations require Howard to continually monitor and address any barriers to reporting that may exist, which will help us to make our resolution processes more accessible to members of our campus community.

Effective August 1, 2024, Please be informed of some of the key changes to Howard's Title IX Policy:

- 1. Revised Expanded Definitions and Prohibitions:** Howard University has broadened the scope of sex discrimination under Title IX to include sexual orientation, gender identity, pregnancy, and more. The revised list of prohibited conducts now explicitly covers:
 - Sex Discrimination
 - Various forms of Sexual Harassment
 - Sexual Assault (including Rape, Fondling, Incest, Statutory Rape)
 - Relationship Violence (Dating, Domestic)
 - Stalking, Sexual Exploitation, Retaliation
 - Unauthorized Disclosures and Process Interference
 - Prohibition against Consensual Relationships and Power-Imbalanced situations
- 2. Grievance Procedure Updates:** A variety of potential resolution processes are now available, including informal resolution.
- 3. Anti-Discrimination for LGBTQI+ Community:** Explicit prohibition against discrimination and harassment based on sexual orientation, sex stereotypes, gender identity, and sex characteristics.
- 4. Status-based Protections:** Discrimination based on marital, pregnancy, and parenting status is prohibited. Howard University commits to:
 - Reasonable modifications for affected students and employees
 - Accommodations for lactation and related needs
- 5. Supportive Measures:** Howard has expanded non-punitive, equitable supportive measures to both complainants and respondents to safeguard access to educational programs.
- 6. Reporting Obligations:** Expansion of the duties of confidential and non-confidential employees concerning reporting incidents.
- 7. Complaint Filing and Jurisdiction:** Expanded jurisdiction to include incidents in properties controlled by student organizations and off-campus events impacting the educational environment, allowing complaints from individuals no longer in university programs.
- 8. Training Obligations:** Increased training obligations for Faculty, Staff and Students.

Howard's revised Title IX Policy can be found here: <https://secretary.howard.edu/resources/policy-prohibiting-sex-and-gender-based-discrimination-sexual-misconduct-and-retaliation>

REPORTING

You may submit a report to the Title IX Office in any of the following ways:

- Complete the Online Reporting Form available on the Title IX Office website at <https://www2.howard.edu/title-ix>
- Email the Title IX Office at titleix@howard.edu
- Call the Title IX Office at 202-806-2550