



MEMORANDUM

Date: July 16, 2024

To: Taylor R. Randall, President

From: Phyllis J. Vetter, General Counsel and Vice President

Copies: Jeff C. Herring, Chair—Institutional Policy Committee
Harriet Hopf, President—Academic Senate

Subject: Interim Policy 1-012: *Non-discrimination Policy* and associated Rules

On April 19, 2024, the U.S. Department of Education (DOE) released its final rule regarding Title IX of the Education Amendments of 1972 (Title IX). After releasing the proposed regulations in July 2022, the DOE received and reviewed more than 240,000 comments from the public to inform this rulemaking. The 2024 Title IX regulations have an effective date of August 1, 2024.

The 2024 Title IX regulations provide more flexibility for the University to manage reports of discrimination, including by reducing the number of administrative hearings. Corresponding changes to Interim University Policy 1-012: *University Non-Discrimination Policy*, have been drafted and are outlined in the attached memorandum “Required Revisions to Policy 1-012: *University Non-discrimination Policy*” which sets out changes to the University’s regulations. The combined changes satisfy the University obligations under Title IX, are consistent with state law and best practices in this area, and allow the University to manage reports of discrimination more efficiently.

I recommend that you approve these changes to Interim Policy 1-012 and its associated University regulations effective August 1, 2024. The University will undertake to remove the interim status of the rule through the normal approval process in Fall 2024. Future changes to the federal regulations, congressional action, and federal litigation may eventually necessitate other unforeseen changes to this policy.

Approved this 17 day of July, 2024

Taylor R. Randall, President