

# TITLE IX AT-A-GLANCE

Information about Maranatha Baptist University's Title IX Sexual Harassment Policy protecting students and employees.

Maranatha Baptist University is committed to maintaining a safe and healthy educational and work environment free of discrimination and harassment based on sex. No member of the university family shall be excluded from participation in, denied benefits of, or subjected to discrimination or harassment in any university program or activity.

**MBU maintains two options for investigation and discipline related to sexual misconduct: the Title IX Process and the Student Life Office Process that provide separate process expectations and support features. Either the complainant or the respondent may elect to proceed under Title IX due process guidelines.**

## Title IX Process

(Developed in response to changes in federal law and the U.S. Department of Education's regulations.)

Applies to specific forms of sexual misconduct defined by federal law.

Formal complaints are investigated by trained Title IX Investigators, then proceed to a hearing panel, comprised of trained officers, which issues findings and sanctions.

Specific due process expectations are strictly implemented at every stage of the investigation which guarantee formal rights of respondents and the provision of a victim-advocate for complainants.



## Student Life Office Process

(MBU's expectation for student conduct that protect students and provide support for anyone suffering from mistreatment.)

Applies to a wide range of misconduct prohibited by MBU's student handbook.

Reports of student misconduct are investigated by the Student Life Office through less formal processes.

Findings related to serious misconduct are determined by the Discipline Committee which also recommends disciplinary penalties. The Deans provide support and offer free counseling for students in need of special assistance. Appeals are heard by the Executive Council.

### BOTH PROCESSES SHARE THE FOLLOWING FEATURES:



**Consent** is defined as "agreement, assent, approval, or permission given voluntarily and may be communicated verbally or by actions."



Both processes incorporate a "**clear and convincing**" standard of proof where evidence is provided that demonstrates the allegation is highly and substantially more likely to be true than untrue.



**Retaliation** is prohibited against an individual for raising a good faith allegation of sexual harassment and other sexual misconduct, for cooperating in an investigation or hearing of such a complaint, or for opposing discriminatory practices.



**MBU employees** are required to share information with the Title IX Coordinator when they learn about concerns of sexual harassment or other sexual misconduct. The identities of victims and witnesses are protected at various phases of the investigation process.

## Supportive Measures

Through both processes, students are well-supported and reports to law enforcement for further investigation and prosecution of alleged criminal misconduct are encouraged.

