

TIX Office Updates

Dickinson College is dedicated to maintaining an environment free from sexual harassment and misconduct, including but not limited to sexual assault, dating violence, domestic violence, and stalking.

In February 2025, the U.S. Department of Education's Office for Civil Rights vacated the 2024 Title IX Rule. Dickinson College will apply the 2020 Title IX Rule to cases moving forward.

The *Sexual Harassment and Misconduct Policy* applies to all sexual harassment and misconduct cases, regardless of the date the incident(s) are reported to have occurred. The College may amend the *Sexual Harassment and Misconduct Policy* or procedures periodically. Nothing in the policy or procedures shall affect the inherent authority of the College to take actions such as it deems appropriate to further the educational mission or to protect the safety or well-being of the campus community. The Title IX Coordinator and their designees are specifically authorized by the President of the College to have the responsibility and authority to carry out, interpret, and direct the *Sexual Harassment and Misconduct* procedures.

The following modifications are in place to support the 2020 TIX Rule and best practices:

Participation by Parties and Witnesses

If a case proceeds through a formal grievance process, statements made by a party or witness can be considered by decision-makers if the party does not make themselves available for cross-examination at the hearing.

Student Employees

Student employees are not considered Mandated Reporters under Title IX, except when reporting is part of their employment responsibilities, such as Resident Assistants and students employed by the Department of Public Safety.

Supporting Pregnancy and Related Conditions

Dickinson College does not discriminate in its educational programs or activities against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions. Any Dickinson College employee who becomes aware of a student's pregnancy or related condition must provide the student with the Title IX Coordinator's contact information and communicate that the Title IX Coordinator can help ensure equal access to Dickinson's educational program and activities and take steps to prevent discrimination. If the employee reasonably believes that the Title IX Coordinator is already aware of the pregnancy or related condition, or that the student has already been referred to the Title IX Coordinator for support in relation to their pregnancy, the employee is not required to provide the student with the Title IX Coordinator's contact information. The Title IX Coordinator will contact the student to offer reasonable modifications, ensure the availability of lactation spaces, and inform the student about their rights and available resources.

If you have questions or concerns, please contact Kat Matic, TIX Coordinator at titleix@dickinson.edu.