



TITLE IX / SEXUAL MISCONDUCT POLICY **(2020 REGULATIONS COMPLIANCE)**

INTRODUCTION

This Policy sets forth MILES COLLEGE's obligations under the 2020 Title IX Regulations and incorporates the definitions and procedural requirements from the 2013 Clery Amendments pertaining to sexual assault, dating violence, domestic violence, and stalking. Pursuant to this Policy, MILES COLLEGE will:

- Respond to all reports of sex-based discrimination and/or retaliation.
- It will take necessary measures to end conduct that is in violation of this Policy, prevent its recurrence, and remedy its effect on individuals and the community.
- Within any process related to this Policy, MILES COLLEGE provides reasonable accommodations to persons with disabilities and reasonable religious accommodations, consistent with state and federal law.

Situations involving other conduct that may be in violation of other MILES COLLEGE student or employee conduct policies should be reported to the PROVOST for matters involving students, or VICE PRESIDENT FOR STUDENT AFFAIRS, or the CHIEF HUMAN RESOURCE OFFICER for matters involving faculty or staff. Situations involving other conduct relating to nonaffiliated persons should be reported to the DEPARTMENT OF PUBLIC SAFETY.

Any concerns related to conduct prohibited by this Policy should be reported to MILES COLLEGE's Title IX Coordinator (S):

Lead Title IX Coordinator - Employees,
Dr. Patricia Wilson, CHRO
Brown Hall Room 101, 5500
(205) 929-1440 / titleix@miles.edu
[Discrimination Complaint Form](#)

Title IX Coordinator - Students
Leon F. Parker, III, Vice President for Student Affairs
(205) 929-1156 / studentlife@miles.edu
[Discrimination Complaint Form](#)

A. Statement of Nondiscrimination

As set forth in this Policy, MILES COLLEGE prohibits discrimination on the basis of sex in its programs and activities. As defined by Title IX, 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.

MILES COLLEGE does not discriminate in its admissions practices, except as permitted by law, in its employment practices, or in its educational programs or activities on the basis of sex. MILES COLLEGE also prohibits retaliation against any person opposing sex discrimination or participating in any sex discrimination investigation or complaint process, whether internal or external to MILES COLLEGE. Sex-based harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination which are prohibited under Title IX and by this Policy.

When brought to the attention of MILES COLLEGE, conduct prohibited by this Policy will be addressed by MILES COLLEGE according to the procedures set forth in this Policy. Discrimination on the basis of any other protected category will be addressed in accordance with

Title IX Coordinator - Employees,
Dr. Patricia Wilson, CHRO
Brown Hall Room 101, 5500
(205) 929-1440 / titleix@miles.edu
[Discrimination Complaint Form](#)

Title IX Coordinator - Students
Leon F. Parker, III, Vice President for Student Affairs
George T. French Center 2nd Floor
(205) 929-1156 / studentlife@miles.edu
[Discrimination Complaint Form](#)

B. Statement of Equal Access

MILES COLLEGE shall provide certain support and modifications to people experiencing pregnancy or related conditions to ensure their equal access to MILES COLLEGE's program or activity. Pregnancy or related conditions include pregnancy, childbirth, termination of pregnancy, lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; and recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

MILES COLLEGE treats pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions and must allow voluntary leaves of absence. Students, employees, or applicants should contact the Title IX Coordinator (S) for more information. Employees or applicants for employment may also contact the Office of Human Resources for more information, because additional workplace laws and policies apply.

C. Application of Section 504/Americans with Disabilities Act to this Policy

MILES COLLEGE complies with the requirements of the Americans with Disabilities Act of 1990, as amended 2008 ("ADAAA"); Sections 504 and 508 of the Rehabilitation Act of 1973, as amended; and all other federal and state laws and regulations prohibiting discrimination on the basis of disability. MILES COLLEGE is committed to providing individuals with disabilities equal access to MILES COLLEGE's programs and activities.

Parties may request reasonable accommodations for disabilities to the Title IX Coordinator (S) at any point relating to the implementation of this Policy, including making a disclosure or report, and initiating a grievance procedure. Accommodations will be granted if they are reasonable and do not fundamentally alter the procedures established by this Policy. Please note that the Title IX Coordinator (S) will not affirmatively provide disability accommodations that have not been specifically requested by the parties, even where the parties may be receiving accommodations in other MILES COLLEGE programs and activities.

With the consent of the impacted student or employee, the Title IX Coordinator (S) will collaborate with the Office of Disability Services for Students and the Office of Human Resources for Employees to ensure that approved reasonable accommodations (disability-related) are implemented.

SCOPE AND JURISDICTION OF THIS POLICY

All members of MILES COLLEGE's community, including, but not limited to, students, student organizations, faculty, administrators, and staff, whether on or off campus, and third parties such as guests, visitors, volunteers, invitees, and alumni when they are on campus or participating in MILES COLLEGE sponsored activities, are subject to this Policy, though the procedures for resolving conduct prohibited by this Policy will vary based on one's status. This Policy applies to all students and employees and all other individuals participating in (or attempting to participate in) MILES COLLEGE programs or activities, including MILES COLLEGE-sponsored events that take place off-campus.

This Policy may also pertain to instances in which the conduct occurred outside of the campus or MILES COLLEGE-sponsored activity if MILES COLLEGE determines that the off-campus conduct is within the jurisdiction of its disciplinary authority or affects a substantial MILES COLLEGE interest, including access to the educational program or activity, safety and security, compliance with applicable law, and meeting its educational mission.

Any individual covered by this Policy is expected to provide truthful information in any report, meeting, or proceeding under this Policy.

Unless otherwise specified in this Policy, any individual accused of engaging in conduct prohibited by this Policy who is not a student, faculty member, or staff member is generally considered a third party. MILES COLLEGE's ability to take corrective action against a third party may be limited and will depend on the nature of the third party's relationship, if any, to MILES COLLEGE. When appropriate, the Title IX Coordinator (S) will refer such allegations against a third party to the appropriate office.

The status of a party may impact which resources and remedies are available to them under this Policy.

If there is a conflict between the provisions of this Policy and other MILES COLLEGE policies, procedures, rules, regulations, or terms or conditions of employment, the provisions of this Policy will govern unless otherwise stated. Any

capitalized terms in this Policy are defined as stated or in Section XXI.

For a complete copy of the **Policy Prohibiting Discrimination Based on Sex Under Title IX** policy, please visit the College website: [Policy Prohibiting Discrimination Based on Sex Under Title IX 2020](#).