

Discrimination and Harassment Policy and Procedures

2026 - 2027



MARIST
UNIVERSITY

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Table of Contents

Introduction	6
Purpose	6
Scope	6
Academic Freedom	7
Contact Information.....	7
Nondiscrimination Statement	8
Accommodation of Disabilities	9
Students with Disabilities	9
Employees with Disabilities	9
Discrimination and Harassment Complaint Review Process	11
Important Policy Definitions.....	12
DISCRIMINATION AND HARASSMENT POLICY.....	16
Prohibited Conduct	16
Reporting Prohibited Conduct.....	18
Timing.....	18
Marist Resolution Procedures.....	19
Confidential Reporting	20
Supportive Measures	21
SEXUAL AND GENDER-BASED MISCONDUCT POLICY	22
I. Title IX Category Violations.....	22
II. University Policy Violations	25
Other Important Definitions and Terms Related to the Sexual and Gender-based Misconduct Policy.....	27
Affirmative Consent.....	27
Minors	28
Coercion.....	28
Force	28

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Retaliation	28
Multi-Party Situations	29
Incapacitation	29
Policy Expectations with Respect to Consensual Relationships	30
Reporting Prohibited Conduct Under the Sexual and Gender-based Misconduct Policy	31
Confidential Reporting	32
Non-Confidential Reporting	33
Student Alcohol and Drug Use Amnesty Policy When Reporting Misconduct	34
Cases of Continual Threat and Timely Warning Obligations	34
Grievance Procedure for Resolving Complaints	35
Supportive Measures	36
Emergency Removal of Student Respondents	37
Interim Actions Regarding Employees	38
No Contact Orders	38
Orders of Protection Issued by Criminal or Civil Courts	38
Advisors	39
Making a Formal Complaint	40
Who is considered a Complainant?	40
Initial Assessment	41
Dismissal & Reclassification of Formal Complaints	42
Mandatory Dismissal	42
Discretionary Dismissal	42
Weighing Requests for Confidentiality	43
Informal Resolution	43
Formal Resolution	44
Investigation of a Formal Complaint	44
Notice of Investigation	45
Evidence Gathered During the Investigation Process	46

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Audio & Video Recordings	47
Standard of Evidence	47
Investigation Timeline	47
Administrative Hearing	49
Composition of Administrative Hearing Panel	49
Notification of Charges and Hearing Date	49
Hearing Procedures	50
Panel Member Recusal or Objections	50
Order of Hearing Presentations and Questioning	50
Hearing Decorum	51
Hearing Panel Decision	52
Notice of Determination	53
Sanctions	53
<i>Student Sanctions</i>	54
<i>Employee Sanctions</i>	54
Transcript Notation	55
Respondent's Withdrawal or Resignation During Investigation or Hearing Process	55
Appeals	56
Failure to Complete Sanctions/Comply with Remedies	57
APPENDICES	58
Appendix A	58
Records	58
Legal Challenges	58
Revision	58
Appendix B	59
Marist University Athletics & NCAA "Policy to Combat Campus Sexual Violence"	59
Appendix C	60
Appendix D	61

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Student Bill of Rights	61
Appendix E	62
Student Sanctions	62
Appendix F	66

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Introduction

Marist University provides an educational environment that is free of any form of discrimination and harassment and is committed to providing and promoting fairness and equity in all aspects of the educational experience. In accordance with applicable federal and state laws, the University strives to eliminate any form of discrimination, harassment, and sexual and gender-based misconduct, prevent its recurrence, and address its impact on our community.

Purpose

The purpose of this policy is to ensure that all members of the University, including visitors and third-party vendors, can live, learn, and work in a safe and respectful environment. If a situation arises that triggers the procedures outlined by this policy:

- The University will take steps to prevent the behavior, to prevent any recurrence, and take appropriate action to remedy the effects of the behavior;
- The University will provide for the prompt and equitable resolution of allegations and complaints brought by the Complainant (the individual who believes they were harmed) and the Respondent (the individual accused of a policy violation).

Scope

The following policy and process applies to all students, faculty, administrators and/or staff, applicants for employment, interns whether paid or unpaid, contractors and persons conducting business, regardless of immigration status, with Marist University.

This policy applies to all misconduct that occurs under the University's program and activity and outside the program and activity when the conduct alleged contributes to a hostile environment. Behaviors cited in this policy that occur off-campus, on/at private property, online, including calls, texts, emails, and social media, or business travel, even if they occur on personal devices or during non-work hours, may still be addressed when the Assistant Dean of Students, Title IX and Title VI Coordinator or other designated official determines that the off-campus conduct affects a substantial University interest. A substantial University interest is defined to include:

- Any action that constitutes a criminal offense as defined by Federal or New York State law. This includes, but is not limited to, single or repeat violations of any local, state or federal law committed in the vicinity where the University is located;

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- Any situation where it appears that the accused individual may present a danger or threat to the health or safety of self or others;
- Any situation that significantly infringes upon the rights, property or achievements of self or others or creates significant disruption, and/or
- Any situation that is detrimental to the educational interests of the University.

In a case where either the Complainant or Respondent falls under the purview of another institution, the Assistant Dean of Students, Title IX and Title VI Coordinator or designee may liaison with the Title IX Coordinator from the other institution to address remedies and/or discipline.

Academic Freedom

The University's harassment policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial or sensitive subject matters protected by academic freedom.

Contact Information

For internal inquiries regarding the enclosed policies and procedures or to report violations of the Discrimination, Harassment and Sexual and Gender-based Misconduct Policy, please contact:

Kelly Yough
Assistant Dean of Students, Title IX and Title VI Coordinator
Marist University
(845) 575-3799
titleix@marist.edu

External inquiries may be made to:

Office for Civil Rights (OCR)
U.S. Department of Education 400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: (800) 421-3481
Fax: (202) 453-6012
TDD: (800) 877-8339
Email: OCR@ed.gov
Web: <http://www.ed.gov/ocr>

Local OCR office contact information:

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

New York Office
Office for Civil Rights
U.S. Department of Education 32 Old Slip, 26th Floor
New York, NY 10005-2500 Phone (646) 428-3900; Fax: (646) 428-3843
TDD: (800) 877-8339
Email: OCR.NewYork@ed.gov

New York State Division of Human Rights 800-HARASS-3 (800) 427-2773).

The hotline can be called Monday through Friday, 9:00 a.m. to 5:00 p.m.

Equal Employment Opportunity Commission (EEOC)

Contact: <http://www.eeoc.gov/contact/>

Nondiscrimination Statement

Marist University adheres to all federal, state, and, where applicable, local civil rights laws banning discrimination in private institutions of higher education. The University will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, religion, color, sex, pregnancy or related conditions, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, sexual orientation, gender, gender identity, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any grievance process on campus or within the Equal Employment Opportunity Commission or other human rights agencies.

This policy covers nondiscrimination in employment and in access to educational opportunities. Any member of the campus community, guest or visitor who acts to deny, deprive, or limit the educational, employment, housing, social access, financial aid and scholarship, benefits and/or other services and opportunities of any member of the campus community or its visitors and guests on the basis of their actual or perceived membership in the protected classes listed above is in violation of University policy. When brought to the attention of the University, any such discrimination will be appropriately remedied by the University according to the outlined policy and procedures.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Accommodation of Disabilities

The University is committed to full compliance with the Americans With Disabilities Act Amendments Act of 2008 (ADAA) and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws pertaining to individuals with disabilities. Under the ADAA, a person has a disability if they have a physical or mental impairment that substantially limits a major life activity. The ADAA also protects individuals who have a record of a substantially limiting impairment or who are regarded as disabled by the institution whether qualified or not. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

The Employee Relations Specialist or designee has been named as the ADAA/504 Coordinator and is responsible for coordinating efforts to comply with these disability laws, including investigation of any grievance alleging noncompliance.

Students with Disabilities

The University is committed to complying with all provisions of the American Disabilities Act (ADAA) and state and local disability laws, as applicable. Consistent with the nondiscrimination statement, the University will provide qualified students with disabilities with reasonable accommodations and support needed to ensure equal access to the academic programs, activities, and opportunities of the University.

All accommodations are made on a case-by-case basis. The University encourages individuals with disabilities to make a request for an accommodation to contact the Office of Accommodation and Accessibility. After reviewing the documentation provided by the student and, in consultation with the student, a determination as to which accommodations are appropriate to the student's particular needs and academic programs will be made, provided that such accommodation does not constitute an undue hardship.

Employees with Disabilities

Pursuant to the ADAA, the University will provide reasonable accommodation(s) to all qualified employees with known disabilities, where their disability affects the performance of their essential job functions, except where doing so would be unduly disruptive or would result in undue hardship.

Discrimination and Harassment Policy and Procedures

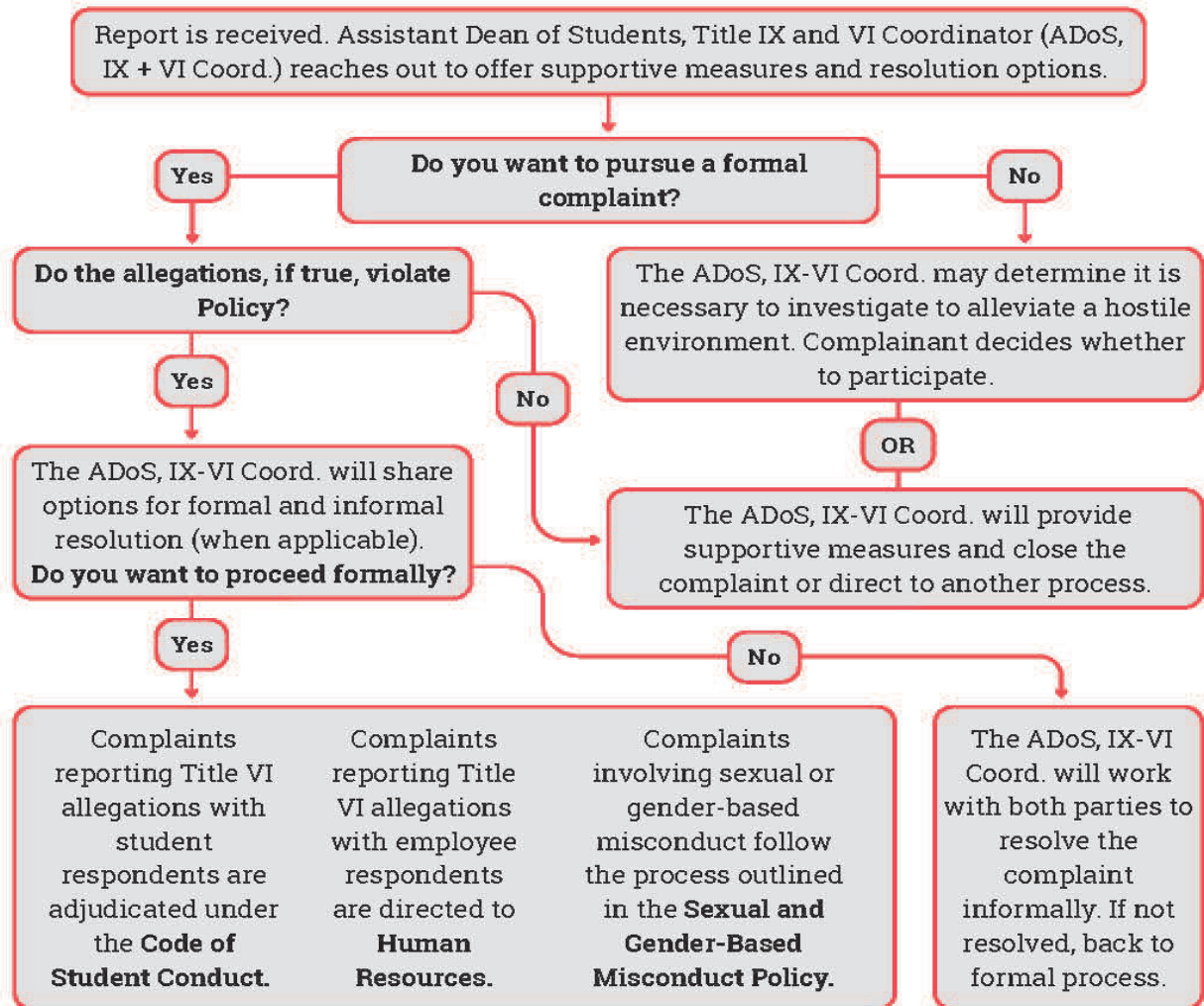
Effective Date: August 1, 2026

An employee with a disability is responsible for requesting accommodation in writing and providing documentation to the 504 Coordinator or designee. The 504 Coordinator or designee will collaborate with the employee's supervisor to identify which essential functions of the position are affected by the employee's disability and what reasonable accommodation could enable the employee to perform those duties.

Discrimination and Harassment Complaint Review Process

What Happens When I Make a Discrimination or Harassment Report?

(including sexual and gender-based misconduct)



Scan to
Report an
Incident:



MARIST
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Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Important Policy Definitions

- **Accused:** The term Accused shall mean a person accused of a violation who has not entered the University's judicial or conduct process.
- **Bystander:** A person who observes a crime, impending crime, conflict, potentially violent or violent behavior, or conduct that is a violation of rules or policies of an institution. A bystander does not become a reporting individual when they bring forth a report. They remain a bystander.
- **Clery Reporting:** Data collected by Campus Safety on violent crimes (including sexual assault/rape, domestic violence, dating violence, and stalking) occurring on or near University property and compiled in the University's Annual Security Report. Only aggregate data is reported, and no personally identifiable information is collected.
- **Code of Student Conduct:** The written policies adopted by the University governing student behavior, rights, and responsibilities.
- **University's Programs and Activities:** Locations, events, or circumstances in which the University exercises substantial control over both the Complainant and/or Respondent and the context in which the conduct occurred.
- **Complainant:** A person who is alleged to have been subjected to conduct that could constitute a violation of this Policy. The term "Complainant" may also encompass the terms "victim," "survivor," "complainant," "reporting individual," "claimant," or "witness with victim status."
- **Complaint:** An oral or written request to the University that can be objectively understood as a request for the University to investigate and decide about alleged discrimination or harassment.

For allegations of sexual misconduct, the complaint must be a signed, written request to the University that can be objectively understood as a request for the University to investigate and decide about alleged discrimination. A complaint submitted from a Marist University email account may be considered a signed, formal request.

- **Employee:** A person who is employed by Marist University, including but not limited to faculty, staff, and administrators.
- **Gender:** Often defined as a social construct of norms, behaviors and roles that vary between societies and overtime.
 - **Gender Expression:** How a person presents gender outwardly, through behavior, clothing, voice, or other perceived characteristics.
 - **Gender Identity:** One's own internal sense of self and their gender.
 - **Cisgender:** A person whose gender identity aligns with the sex they were assigned at birth.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- **Nonbinary:** A term that can be used by people who do not describe themselves or their gender as fitting into the categories of man or woman. A range of terms are used to refer to these experiences; nonbinary and genderqueer are among the terms that are sometimes used.
- **Transgender:** A person whose gender identity differs from sex assigned at birth.
- **Gender-based Misconduct:** any unwelcome conduct directed at an individual or group based on actual or perceived gender, gender identity, gender expression, sexual orientation, or nonconformity with gender stereotypes. Gender-based misconduct may include behaviors that are verbal, nonverbal, physical, or digital in nature and that are severe, persistent, or pervasive enough to limit or interfere with a person's ability to participate in, or benefit from, the University's programs, services, or activities.
- **Institution:** Institution will mean "Marist University" or the "University" in this Policy.
- **Parental Status:** A person's status as: (1) a biological parent; (2) an adoptive parent; (3) a foster parent; (4) a stepparent; (5) a legal custodian or guardian; (6) In loco parentis with respect to such a person; or (7) actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- **Private vs Confidential Resources:** A University employee, except for confidential resources (including Counseling Services, Health Services, and Spiritual Life and Service), cannot guarantee complete confidentiality, but the individual can guarantee privacy. Privacy means information is disclosed only to select officials who have an essential need to know to fulfill their responsibilities. As is the case with any educational institution, the University must balance the needs of the individual with its obligation to protect the safety and well-being of the community at large. Therefore, depending on the seriousness of the alleged incident, further action may be necessary, including a campus security alert. The alert, however, would never contain any information identifying the individual who brought the complaint.
Employees who are confidential employees are not required by law to report known incidents of sexual assault or other crimes to institution officials, in a manner consistent with state and federal law, including but not limited to 20 U.S.C. 1092 (f) and 20 U.S.C. 1681 (a). Counseling Services, Health Services, and ordained clergy are the University employees who may offer confidentiality.
- **Pregnancy or related conditions:** Conditions of, medical conditions related to, and recovery from pregnancy, childbirth, termination of pregnancy, and lactation
- **Protected "Class" or "Characteristic" or "Category" or "Identity":** Characteristics that are defined by and protected under applicable local, state or federal law and any implementing regulations, including race, religion, color, sex, pregnancy or related conditions, religion, creed, ethnicity, national origin (including ancestry), citizenship

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

status, physical or mental disability, age, sexual orientation, gender, gender identity, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, and domestic violence victim status.

- **Relevant:** Related to the allegations under investigation. Questions are relevant when they seek evidence that may aid in showing whether the alleged discrimination or harassment occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged discrimination or harassment occurred.
- **Reporting Party:** A person who reports a violation of this Policy. A reporting party may be a Complainant (as defined above) or may submit a report on behalf of a Complainant.
- **Respondent or Responding Party:** A person accused of a violation who has entered the University's judicial or conduct process.
- **Sex:** A person's biological status, typically assigned at birth, and usually on the basis of external anatomy.
- **Sexual Activity:** Conduct that includes "Sexual Contact" or "Sexual Acts" as defined below:
 - **Sexual Contact:** The intentional touching, either directly or through the clothing, genitalia, anus, groin, breast, inner thigh, or buttocks of any person with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.
 - **Sexual Act:**
 - A. Contact between the penis and the vulva or the penis and the anus, and for purpose of this subparagraph contact involving the penis occurs upon penetration, however slight;
 - B. Contact between the mouth and penis, the mouth and vulva, or the mouth and anus.
 - C. The penetration, however slight, of the anal or genital opening of another by a hand or finger or by any object, with the intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person; or
 - D. The intentional touching, not through the clothing of the genitalia of another person who has not attained the age of 16 years with the intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.
- **Sexual Misconduct:** A broad term that encompasses a range of unwelcome behaviors of a sexual nature that are prohibited by University policy. Sexual Misconduct includes conduct that falls within the scope of Title IX sexual

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

harassment as defined by federal regulations, as well as other forms of inappropriate sexual behavior that may not meet the legal definition under Title IX but violates University policy.

- **Student:** Includes all persons taking courses at the University or online, both full time and part time pursuing undergraduate, graduate, professional program, and adult studies. Persons who are not officially enrolled for a particular term but who have a continuing relationship with the University are also considered students.
- **Title IX 2020 Final Rule:** In May of 2020, the U.S. Department of Education issued new regulations for institutions to address sexual harassment. These regulations under the 2020 Final Rule cover certain specific forms of sexual harassment. To comply with these regulations, Marist University has revised its existing policy for those types of misconduct. In addition, the institution maintains its existing Sexual and Gender-based Misconduct Policy for other types of misconduct that are not governed by the 2020 Final Rule. Both policies are important to create and support a community that rejects all forms of sexual misconduct. **The 2020 Final Rule applies to sexual harassment that occurs in the institution's education program or activity and is in the United States.**
- **Witness:** A person who may have knowledge relating to allegations of a violation of this Policy.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

DISCRIMINATION AND HARASSMENT POLICY

Marist University prohibits all forms of discrimination based on a person's actual or perceived protected characteristics, including but not limited to the prohibited conduct set forth below.

Prohibited Conduct

1. **Discrimination - Disparate Treatment:** Any intentional differential treatment of a person or persons that is based on a person's actual or perceived protected characteristic and that (1) excludes a person from participation in; (b) denies a person benefits of; or (c) otherwise adversely affects a term or condition of a person's participation in a University program, activity or employment.

Examples of conduct that may constitute Disparate Treatment Discrimination based on a Protected Characteristic include but are not limited to:

- Conditioning access on, or denying access to, a University program or activity based on an individual's appearance (e.g. stereotypical physical features of a certain ethnic group) or dress (e.g. wearing religious or ethnic attire such as a kippah, Star of David, turban, hijab, or burka);
 - requiring an individual to demonstrate, affirm, or reject a protected identity (e.g. Muslim, Christian, Black) or component of a protected identity (e.g. association with a country of origin or ancestral homeland) to participate in a University activity; and
 - refusing to grant an individual some expected benefit (e.g., such as a letter of recommendation, housing assignment, position within a student organization, employment opportunity) based on the individual's language (e.g., because the individual speaks a particular language or has a certain accent) or based on the individual's actual or perceived national identity, and/or actual or perceived association with a religious organization or club.
2. **Discrimination - Disparate Impact:** When policies or practices that appear to be neutral result in a disproportionate impact on a protected group or person that (1) excludes a person from participation in; (2) denies a person benefits of; or (3) otherwise adversely affects a term or condition of a person's participation in a University program, activity or employment.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

3. **Discriminatory Harassment:** Unwelcome or uninvited communication or physical conduct that is based on an actual or perceived protected characteristic(s) and is subjectively and objectively offensive. Harassment may result from repeated conduct, but a single, isolated incident may be considered harassment if it is sufficiently severe.

Examples of harassment include, but are not limited to:

- Unwelcome communication, including, but not limited to: initiating or attempting contact by any means with no purpose of legitimate conversation (including written letter, social media, email, text messaging, and voicemail); unwanted gifts; surveillance or other types of photographing or observation; trespassing; and/or vandalism.
 - Directing obscene or offensive language, gestures or abusive conduct, including verbal abuse, threats, intimidation, coercion, or other conduct that causes a person substantial emotional distress or where the circumstances would cause a reasonable person to suffer substantial emotional distress.
 - Directing verbal abuse at another person because the individual is performing duties and responsibilities associated with their role as faculty, staff or student at the University.
 - Creating a hostile environment (an environment that unreasonably interferes with, limits, or effectively denies an individual's access to educational programs, benefits, opportunities, or employment).
4. **Retaliation:** Adverse action taken against a person participating in a protected activity because of their participation in that activity. Retaliation against an individual for alleging harassment, reporting an incident, supporting a reporting party, being a witness, or for assisting in providing information relevant to a claim is a serious violation of University policy and may be treated as a possible instance of harassment or discrimination. Acts of alleged retaliation should be reported immediately and will be promptly investigated. The University is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

Retaliatory Harassment: Interfering with or directing harassing conduct toward a member of the community, including witnesses, based on their participation in an investigation of misconduct.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Reporting Prohibited Conduct

Potential violations of this Policy may be reported to:

Kelly Yough

Assistant Dean of Students, Title IX and Title VI Coordinator

(845) 575-3799

titleix@marist.edu

A report may be made verbally or in writing.

Upon receipt, the Title VI Coordinator or designee will review the report and determine:

- 1) whether the conduct alleged may be a violation of this Policy and warrant further investigation; and
- 2) whether that Official has jurisdiction to oversee the applicable resolution procedures.

If the alleged conduct cannot amount to a potential Policy violation, the Title VI Coordinator or designee will close the complaint but may provide supportive resources to the individuals involved, as appropriate, to redress any potential or ongoing risk of harm.

If the Title VI Coordinator does not have jurisdiction to oversee its resolution, the report will be referred the report to the appropriate office.

The Title VI Coordinator or designee will contact the Complainant (or Reporting Party, if the Complainant is unknown) as soon as practicable to inform them of this determination, available supportive measures, and the available resolution procedures.

Reporting a violation of this Policy does not obligate a Complainant to initiate or participate in a Formal Resolution Process (as explained below). Under most circumstances, the University will be able to respect a Complainant's request not to initiate an investigation or resolution process. However, there may be circumstances, such as pattern behavior, allegations of severe misconduct, a hostile environment, or a compelling threat to health and/or safety, where the University may need to initiate a resolution process. If a Complainant does not wish to file a Complaint or participate in an investigation, the University will maintain the privacy of the information disclosed to the extent possible, solely at the discretion of the University.

Timing

There is no time limit to report a violation of this Policy to the University. However, the passage of time may impact the University's ability to investigate, respond, and/or provide

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

remedies for the reported misconduct. The University, however, will collaborate with the Complainant to identify appropriate supportive measures and/or available remedies upon receipt of a report.

Marist Resolution Procedures

Potential violations of this Policy may be resolved formally or informally, pursuant to the procedures set forth below. Informal resolution will never be used to remedy any acts of violence. If a potential violation is based on conduct that is prohibited *both* under this Policy and another University policy, the Title VI Coordinator may consult with relevant University officials to determine the appropriate charges and resolution procedures.

1. Informal Process (Conflict Resolution)

The Title VI Coordinator or designee may offer an informal resolution process to address a reported violation of this Policy. Under the informal process, the University does not reach a finding on the conduct alleged and does not impose sanctions. Instead, the Complainant may agree to the Title VI Coordinator's or designee recommendations to resolve the allegations or request mediation with the Respondent to reach an agreed resolution. Mediation is only available when both parties agree to the process.

In cases where the Respondent does not wish to participate in mediation or the parties cannot reach an agreement, the Title VI Coordinator or designee will offer the Complainant the opportunity to initiate the formal resolution process.

2. Formal Process (Investigation)

The adjudication of the allegation(s) will proceed through different processes, depending on the status of the respondent. Allegations against student respondents will be adjudicated according to the process outlined in Student Code of Conduct. Allegations against employee respondents will be directed to Human Resources.

- Complaints involving Student Respondents will be resolved in accordance with the procedures set forth in the Student Code of Conduct, Section 9: Formal Conduct Procedures. <https://www.marist.edu/student-life/community/community-standards/code-handbooks>
- Complaints involving Employee Respondents (Faculty, Administrators, and Staff) will be resolved in accordance with the procedures set forth in the Administrative Manual. <https://my.marist.edu/policies-and-manuals>

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Confidential Reporting

Confidential resources are also available for Complainants who are only looking for support and guidance or may need additional time to consider their next steps. Confidential resources will not disclose your reported concerns to law enforcement or other University officials without your permission, except as required by law, or for extreme circumstances, such as a health and/or safety emergency.

If a Complainant would like to confidentially report a violation of this Policy, the Complainant may report to the following University Resources:

<u>Confidential Resource</u>	<u>Contact</u>
Counseling Services (Students Only)	845-575-3314 8:30am – 5:00pm, Monday-Friday <i>After hours, Counseling Services may be contacted by calling the office number and pressing 1 for the on-call counselor.</i>
Health Services (Students Only)	845-575-3270 8:30am – 5:00pm, Monday-Friday
Spiritual Life and Service (Students Only)	845-575-2275 8:30am – 5:00pm, Monday-Friday
Employee Assistance Program (Employees Only)	845-338-5600 Mon.-Fri. 8am-8pm; Sat.-Sun. 9am-5pm 845-338-5450 (after hours)

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Supportive Measures

Supportive measures are individualized measures offered as appropriate, as reasonably available, and without unreasonably burdening a complainant or respondent. These measures are not for punishment or for disciplinary reasons and are available without fee or charge to the Complainant and Respondent. Parties have a right to access available supportive measures both on and off campus. Such measures are designed to restore or preserve equal access to the recipient's education program or activity, without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment.

Supportive and protective measures will be implemented at the discretion of the University.

Potential measures may include among others:

- Access to counseling services and assistance in scheduling, both on and off campus;
- Imposition of mutual campus "no-contact directive;"
- Rescheduling of exams and assignments;
- Providing alternative course completion options, change in class schedule, including the ability to take an "incomplete," drop a course without penalty or transfer sections;
- Change in work schedule or job assignment;
- Change in on-campus housing, when feasible, or arranging to dissolve a housing contract and pro-rating a refund in accordance with campus housing policies;
- Limiting an individual or organization's access to certain University facilities or activities pending resolution of the matter;
- Voluntary leave of absence;
- Providing an escort to ensure safe movement between classes and activities;
- Providing academic support services, such as tutoring;
- Interim suspension or University-imposed leave;
- Any other remedy that can be tailored to the involved individuals to reasonably achieve the goals of this Policy.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

SEXUAL AND GENDER-BASED MISCONDUCT POLICY

This policy applies to alleged conduct that meets the definition of Title IX sexual harassment, as well as to a broader range of conduct and behaviors inconsistent with the University's community standards policy. The designation of conduct as either "Title IX Category" or "University Policy" is not a function of the seriousness of the alleged misconduct, but rather a function of the scope and coverage of Title IX and Marist's broader jurisdiction to prohibit and discipline inappropriate behavior.

I. Title IX Category Violations

Title IX Category violations include conduct that meets the following definitions, when the alleged misconduct is (i) based on sex; (ii) occurred in the United States; and (iii) occurred within the University's education program or activity.

To proceed with a complaint alleging a Title IX Category violation, the Complainant must submit a signed formal complaint and be participating in or attempting to participate in the University's education program or activity at the time the complaint is filed

1. **Sexual Harassment:** Conduct based on sex or that is sexual in nature that satisfies one or more of the following:
 - A. **Quid Pro Quo Harassment:** When an employee, agent, of Marist University, conditions, implicitly or explicitly, the provision of aid, benefit, or service of the recipient, on an individual's participation in unwelcome sexual conduct.
 - B. **Hostile Environment Sexual Harassment:** unwelcome conduct, determined by a reasonable person, to be so severe, and pervasive, and, objectively offensive, that it effectively denies a person equal access to Marist University's education program or activity.

Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following: (i) The degree to which the conduct affected the complainant's ability to access the University's education program or activity; (ii) The type, frequency, and duration of the conduct; (iii) The parties' ages, roles within the University's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct; (iv) The location of the conduct and the context in which the conduct occurred; and (v) Other sexual harassment in the University's education program or activity.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

2. Specific Offenses (Clery Act Crimes):

A. Sexual assault, as defined in the Clery Act as rape, fondling, incest, statutory rape includes:

- **Sex Offenses, Forcible:** Any sexual act directed against another person, without the affirmative consent of the Complainant. Removing a condom without consent invalidates prior consent.
 - a. **Rape:** Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
 - b. **Sodomy:** Oral or anal sexual intercourse with another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age[#] or because of temporary or permanent mental or physical incapacity.
 - c. **Sexual Assault with an Object:** The use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - d. **Fondling:** The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- **Sex Offenses, Non-forcible:** defined unlawful, non-forcible sexual intercourse to include:
 - e. **Incest:** non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- f. **Statutory Rape:** non-forcible sexual intercourse with a person who is under the statutory age of consent of seventeen.
- B. **Dating Violence,** Dating violence (as defined in the Violence Against Women Act (VAWA) amendments to the Clery Act), which includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship; (ii) The type of relationship; (iii) The frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.
- C. **Domestic Violence,** Domestic violence (as defined in the VAWA amendments to the Clery Act), which includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under New York State domestic or family violence laws or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of New York. the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.
- D. **Stalking,** (as defined in the VAWA amendments to the Clery Act), meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress. For the purposes of this definition Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. A reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant. Substantial emotional distress means significant mental suffering or anguish

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

that may, but does not necessarily, require medical or other professional treatment or counseling.

II. University Policy Violations

When a complaint of one of the above allegations does not constitute a potential Title IX Category violation under the 2020 Federal regulations, Marist retains discretion to respond to, investigate, and/or adjudicate the complaint as a potential violation of the University's Sexual and Gender-based Misconduct Policy when the allegations are subject to the institution's disciplinary authority, including allegations that have been alleged to occur outside of the United States.

In addition, Marist University prohibits the following forms of Sex and Gender-based Misconduct:

- A. **Sexual Exploitation**, defined as: taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute sexual harassment under this policy.

Examples of Sexual Exploitation include, but are not limited to:

- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
- Invasion of sexual privacy.
- Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually-related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent), including the making or posting of revenge pornography.
- Prostituting another person
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the infection

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
 - Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections
 - Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
 - Knowingly soliciting a minor for sexual activity
 - Engaging in sex trafficking
 - Creation, possession, or dissemination of child pornography
- B. Threatening or causing physical harm, extreme verbal, emotional, or psychological abuse, or other conduct based on sex, gender, or gender identity which threatens or endangers the health or safety of any person;
- C. **Intimidation**, defined as implied threats or acts that cause an unreasonable fear of harm in another person(s).
- D. **Hazing**, defined as: Acts likely to cause physical or psychological harm or social ostracism to any person within the University community, when related to the admission, initiation, pledging, joining, or any other group- affiliation activity (as defined further in the prohibition of hazing found in the Student Code of Conduct), based on actual or perceived membership in a protected class. Hazing is also illegal under New York law and prohibited by the University policy.
- E. **Bullying**, defined as repeated and/or severe, aggressive behavior, and likely to intimidate or intentionally hurt, control, or diminish another person, physically and/or mentally. Bullying and cyber bullying is defined further in the prohibition of bullying found in the Student Code of Conduct
- F. **Sex-Discrimination** occurs when a person is treated differently or less favorably because of their sex. This includes discrimination based on sex-based stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- G. **Sex-based Harassment** is unwelcome, offensive conduct on the basis of sex (including sex, gender, sexual orientation, gender identity, gender expression, transgender status, sex stereotypes, sex characteristics, and pregnancy or related conditions) that does not constitute sexual harassment as a Title IX Category violation. This can be verbal, written, visual, electronic, or physical and includes conduct that does not rise to the level of creating a hostile environment. Determination is based on a “reasonable person standard.”
- H. Any other University rules, when a violation is motivated by the actual or perceived membership of the victim in a protected class may be pursued using this policy and process.

The University reserves the right to impose any level of sanction for harassment, discrimination, or an act of in violation of this policy, including gender-based offenses of intimate partner or relationship (dating and/or domestic) violence, sexual assault, and stalking based on the facts and circumstances of the grievance.

Other Important Definitions and Terms Related to the Sexual and Gender-based Misconduct Policy

Affirmative Consent

Affirmative consent is a knowing, voluntary and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based on a participant’s sex, sexual orientation, gender identity or gender expression. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity.

A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy.

The Respondent’s intoxication does not relieve them of failing to realize a Complainant’s incapacitation. The definition for incapacitation is set forth later in this policy.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Consent to some sexual contact or prior sexual activity (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred, and any similar previous patterns that may be evidenced. A person can withdraw consent at any time during sexual activity by expressing in words or actions that they no longer want the act to continue, and, if that happens, the other person must stop immediately.

Minors

In New York State, a minor (meaning a person under the age of 17 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 17 years old is a crime, as well as a violation of this policy, even if the minor wanted to engage in the act. The University adopts this prohibition of sexual activity by adults with minors on all University property and at any and all University-sponsored activities or functions outside of New York regardless of out-of-state laws.

Coercion

Unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Force

Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., “Have sex with me or I’ll hit you,” “Okay, don’t hit me, I’ll do what you want.”). Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. Although resistance is not required or necessary, it is a clear demonstration of non-consent.

Retaliation

Defined as any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Adverse action need not be job-related or occur on the campus or in the workplace (i.e. threats of violence outside of work

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

hours) to constitute unlawful retaliation. Retaliation against an individual for alleging harassment, supporting a party or for assisting in providing information relevant to a claim of harassment is a serious violation of University policy. Acts of alleged retaliation involving employees may be reported to the Assistant Dean of Students, Title IX and Title VI Coordinator. Allegations of retaliation involving students may be reported to the Director of Community Standards. The University is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation. In instances where the alleged harassment does not turn out to rise to the level of a violation of law, the individual is protected from retaliation if the person had a good faith belief that the practices violated University policy and/or were unlawful. In turn, the retaliation provision is not intended to protect people making intentionally false charges of harassment.

Multi-Party Situations

The University may consolidate Formal Complaints alleging Title IX covered sexual harassment or other sexual or gender-based misconduct against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party (cross-complaints), where the allegations of Title IX covered sexual harassment or other sexual or gender-based misconduct arise out of the same fact pattern or circumstances. The Title IX Coordinator may dismiss a cross-complaint filed in bad faith, meaning that they lack any reasonable basis and are intended to [embarrass, harass, intimidate, or delay](#) the other party, and can be found to be acting in retaliation against the reporting party and to have committed a violation of Title IX. The recipient is obligated to ensure that the grievance process is not abused for retaliatory purposes. Potential penalties for retaliatory actions include suspension or even expulsion.

Incapacitation

Incapacitation occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. A person who is incapacitated cannot make a rational, reasonable decision because the person lacks the ability to understand their decision.

- Incapacitation may be associated with an individual lacking consciousness; being asleep; being involuntarily restrained; having a disability that impedes consent; or if an individual otherwise cannot consent due to other forms of helplessness. Specifically, under New York State law, a person under the age of 17 lacks the capacity to give consent.
- Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- The impact of alcohol and other drugs varies from person to person. Warning signs that a person may be incapacitated or approaching incapacitation because of alcohol or drug use may include but are not limited to slurred or incomprehensible speech, vomiting, unsteadiness, combativeness, or emotional volatility.
- Individuals should be aware of, and carefully consider, the potential consequences of the use of alcohol or drugs. Alcohol and drugs can lower inhibitions and create an atmosphere of confusion over whether consent is freely and affirmatively given.
- Whether sexual activity with an incapacitated person constitutes gender-based misconduct may depend on whether the Respondent knew or should have known of the Complainant's incapacitation based on objectively and reasonably apparent indications when viewed from the perspective of a sober, reasonable person in the Respondent's position.
- Being intoxicated, impaired, or incapacitated by alcohol or other drugs is never an excuse for committing a policy violation and does not diminish anyone's responsibility to obtain informed and freely given consent.
- The use of alcohol or other drugs never makes someone at fault for experiencing sexual or gender-based misconduct.

Policy Expectations with Respect to Consensual Relationships

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as faculty-student and supervisor-employee). These relationships may be less consensual than perceived by the individual whose position confers power. The relationship also may be viewed in different ways by each of the parties, particularly in retrospect. Furthermore, circumstances may change and conduct that was previously welcome may become unwelcome. Even when both parties have consented at the outset to a romantic or sexual involvement, this past consent may not remove grounds for a later charge of a violation of applicable sections of this policy. The University does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the University. For the personal protection of members of this community, relationships in which power differentials are inherent (faculty-student, staff-student, administrator-student) are prohibited.

Consensual romantic or sexual relationships in which one party maintains a direct supervisory or evaluative role over the other party are unethical. Therefore, persons with direct supervisory or evaluative responsibilities who are involved in such relationships must bring those relationships to the timely attention of their supervisor and will likely

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

result in the necessity to remove the employee from the supervisory or evaluative responsibilities or shift a party out of being supervised or evaluated by someone with whom they have established a consensual relationship. This includes RAs and students over whom they have direct responsibility. Failure to self-report such relationships to a supervisor as required can result in disciplinary action for an employee.

Reporting Prohibited Conduct Under the Sexual and Gender-based Misconduct Policy

The University is committed to the highest ethical and professional standards of conduct and to the safety and well-being of all members of our community. To achieve this goal, the University expects and relies on each member of the community to report actual or suspected violations of federal or state laws, violations of University policy or procedures, or other suspected wrongdoings.

The University encourages individuals who believe that they have experienced discrimination, harassment, or other prohibited conduct defined by this policy, to bring their concerns to the University's attention immediately. While there is no time limit for submitting a complaint of prohibited behavior, early reporting and intervention tend to be most effective in the University's ability to investigate and respond, particularly if the subject remains in the University's jurisdiction. The University will take allegations of prohibited conduct seriously. All reports will be acted on promptly, and the University will initiate measures to stop the behavior, prevent its recurrence, and remedy the effects while making every effort to preserve the privacy of reports.

Individuals on the Poughkeepsie campus reporting any form of harassment, discrimination, and other prohibited conduct may contact:

Kelly Yough
Assistant Dean of Students, Title IX and Title VI Coordinator
(845) 575-2210

Reports can be made:

Via phone at 845-575-3799

Via e-mail at titleix@marist.edu

Via online at

https://cm.maxient.com/reportingform.php?MaristUniversity&layout_id=40

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Via mail at 3399 North Road, Office of Equity and Title IX, Marist University,
Poughkeepsie, NY 12601

Via hand delivery/campus mail to Office of Title IX; Marist University

Anonymous complaints may be accepted and investigated; however, anonymity limits the University's ability to respond. The Title IX grievance process requires a formal complaint. Email submissions from Marist email accounts are acceptable. The accused has the right to know the identity of the complainant/alleged victim.

If an incident occurs abroad or during a Marist study abroad sponsored program, contact the individual leading the Marist program. An individual who is leading the Marist study abroad program is required to report the information learned to the Assistant Dean of Students, Title IX and Title VI Coordinator or designee. If an incident occurs outside of regular business hours, Marist Campus Safety can receive reports at any time, as it is a 24hr/7 days per week operation. Emergency access to the Title IX Coordinator or other appropriately trained officials is provided by informing the Marist Campus Safety. When an individual makes a report to a University employee who is required to report the incident, the Assistant Dean of Students, Title IX and Title VI Coordinator and/or designee is notified, and the Title IX Office will respond to reported incidents.

All reported incidents are centrally tracked to review patterns and to assist in stopping the recurrence of similar incidents.

Confidential Reporting

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with:

On-Campus Resources

- Counseling Services: 845-575-3314
- Health Services: 845-575-3270
- Spiritual Life and Service: 845-575- 2275

Counseling Services may be contacted after hours by calling Campus Safety at 845-575-2282 and asking for an on-call counselor. There is no need to leave your name. Just leave your phone number and the counselor will call you back. Campus counselors are available for students free of charge. These employees will submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client,

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

patient or parishioner. Confidential employees can provide the Assistant Dean of Students, Title IX and Title VI Coordinator's information to the complainant as a resource.

- Employee Assistance Program (*available to employees only*): 845-338-5600 Mon.-Fri. 8am-8pm; Sat.-Sun. 9am-5pm; 845-338-5450 (after hours)

Off-Campus Counseling and Advocacy Resources

- Dutchess County Helpline: (845)-485-9700
- Dutchess County Family Services: (845) 452-1110
- New York State Sexual Violence Hotline
 - English: 1-800-942-6906
 - English TTY: 1-800-818-0656
 - Spanish: 1-800-942-6908
 - Spanish TTY: 1-800-780-7660

Law Enforcement Resources

- Town of Poughkeepsie Police: 845-485-3666
- NYS Campus Sexual Assault Victims Unit: 1-844-845-7269

Off-campus local rape crisis counselors, domestic violence resources, and local or state assistance agencies will maintain confidentiality, except in extreme cases of immediate threat, danger and/or abuse of a minor.

Non-Confidential Reporting

Marist University employees who are not listed in the Confidential Reporting section of this Policy are required to report disclosures of alleged sex discrimination including sex-based harassment to Assistant Dean of Students, Title IX and Title VI Coordinator. This should be done as promptly as possible.

For all student disclosures of pregnancy and related conditions an employee should provide the student with the Assistant Dean of Students, Title IX and Title VI Coordinator and/or the Director of the Office of Accommodations and Accessibilities contact information and inform the student that these offices can help coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the education program or activity.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Student Alcohol and Drug Use Amnesty Policy When Reporting Misconduct

The health and safety of every student at the University is of utmost importance. Marist University recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including, but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The University strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to institutional officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to University officials or law enforcement will not be subject to disciplinary action under the University's Code of Student Conduct for violations of alcohol and/or drug abuse occurring at or near the time of the commission of the domestic violence dating violence, stalking, or sexual assault.

Cases of Continual Threat and Timely Warning Obligations

The University takes all reports and complaints seriously and acts to resolve all reported incidents through these procedures. In cases where the reporting individual requests confidentiality and the circumstances allow the University to honor that request, the University will offer interim support and remedies to the individual and the community but will not otherwise pursue formal action. In cases indicating pattern, predation, threat and/or violence, the University will be unable to honor a request for confidentiality. Reporters and Complainants should be aware that University administrators may be required to issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to members of the campus community. The University will make every effort to ensure that the harmed individual's name and other identifying information are not disclosed, while still providing enough information for community members to make decisions regarding their safety. Any information about the resolution will not be released by the University until the conclusion of the resolution process, as permitted or required by law.

When an investigation occurs, the process will still afford privacy to the parties, and only a small group of officials who need to know will be informed. Information will be shared as necessary with the parties, investigators, advisors, and witnesses. The circle of people with this knowledge will be kept as tight as possible to preserve parties' rights and privacy.

Any disclosure made during institutional research, classroom discussions or writing assignments or events, such as Take Back the Night or speak outs, is not considered notice

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

to the University unless the individual alleging harm wishes a report to be made by contacting an individual required to report disclosures as outlined in this Policy. Such information will be used to inform campus climate and educational efforts, generally.

Deliberately false and/or malicious accusations of harassment, discrimination, and sexual violence, as opposed to grievances which, even if erroneous, are made in good faith, are a serious offense and may be subject to appropriate disciplinary action.

Grievance Procedure for Resolving Complaints

The process below is intended for complaints involving at least one student party; complaints of sexual or gender-based misconduct involving only employees, may be referred to Human Resources or other appropriate University process.

The University will take measures deemed necessary to appropriately respond to all reports of sexual and gender-based misconduct. Not all forms of the prohibited conduct described will be deemed equally serious offenses, and the University reserves the right to impose different, yet appropriate measures, depending on the severity of the offense. The Complainant may choose to pursue an informal or formal resolution. Informal resolutions are offered at the discretion of the Assistant Dean of Students, Title IX and Title VI Coordinator or designee.

When the University receives notice of alleged, prohibited conduct, the University will provide the reporting individual with written materials outlining their rights and options for support and resources available both on and off campus. An individual may report an incident to either the University or law enforcement, or both simultaneously. The University's process will run concurrently with the criminal justice process.

However, the filing of a complaint under this policy is independent of any criminal investigation or proceeding. The University will not wait for the conclusion of any criminal investigation or proceedings to commence its own investigation or to take any necessary interim measures to protect the Complainant and the rest of the University community. The University, however, may temporarily delay its investigation to enable law enforcement to gather evidence and to engage in a preliminary investigation of sexual misconduct matters that may also violate the state criminal code. A delay in the University process will not exceed more than ten (10) business days unless there is a justified specific request by law enforcement to do so. Both parties will be notified if the University needs to delay its process.

There may also be times when the Title IX Office and/or another designated office such as the Marist Campus Safety may contact the police regarding the nature of an alleged

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

incident. Regardless, it is always the Complainant's decision as to whether to cooperate with any police and/or University investigation.

When the University receives notice, the Complainant has the right to have emergency access to the Title IX Coordinator or other appropriate official trained in interviewing victims of sexual assault. The individual will be provided information regarding options to proceed, and, where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination as soon as possible and explaining that the criminal justice process utilizes different standards of proof and evidence and that any questions about whether a specific incident potentially violates the penal code can be addressed by a law enforcement liaison that the University can help to coordinate. The official will explain whether they can offer the reporting individual confidentiality and inform them of any other potential reporting options.

Complainants will be notified that Marist University offices and employees who cannot guarantee confidentiality will absolutely maintain privacy to the greatest extent possible. The information provided to a non-confidential resource will be relayed only as necessary to the Title IX Office to investigate and/or seek a resolution.

Supportive Measures

Supportive measures are individualized measures offered as appropriate, as reasonably available, and without unreasonably burdening a complainant or respondent; these measures are not for punishment or for disciplinary reasons and are available without fee or charge to the complainant and respondent. Parties have a right to access available supportive measures both on and off campus. Such measures are designed to restore or preserve equal access to the recipient's education program or activity, without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment.

These supportive measures include but are not limited to no contact orders, providing counseling and/or medical services, transportation assistance, academic support, living arrangement adjustments, providing a campus escort, academic or work schedule and assignment modifications, safety planning, referral to campus and community support resources. These services are available whether a University investigation and resolution by hearing or informal process is deemed warranted and pursued.

Parties may also seek additional modification or termination of a supportive measure applicable to them if circumstances change materially. Both parties can submit written evidence in support of their request to the Assistant Dean of Students, Title IX and Title VI

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Coordinator. The Assistant Dean of Students, Title IX and Title VI Coordinator, (or designee if the Title Coordinator implemented the supportive measures) will determine within a reasonable timeframe whether there will be any modification.

Emergency Removal of Student Respondents

When the Assistant Dean of Students, Title IX and Title VI Coordinator or designee conducts an individualized safety and risk analysis and determines the existence of an imminent threat to the physical safety of any person, arising from sexual or gender-based misconduct allegations, the University will take prompt action to remove from the community, any student who has been alleged to have engaged in the alleged behavior. If the individualized safety and risk analysis determines that an immediate threat to the physical safety of any student, including the accused student, or other individual justifies removal, then the accused or respondent student will be removed. This is the case regardless of the severity of the allegations.

After determining an accused or respondent student is an immediate threat to the physical safety of an individual, which can include to him or herself, the Assistant Dean of Students, Title IX and Title VI Coordinator, or designee will provide written notice of the emergency removal to the accused or respondent student. This notice will contain: (1) the date the removal is set to begin, (2) the reason for the emergency removal, (3) the consequences of non-compliance, and (4) how to appeal the decision. In cases where a complaint has been filed by a complainant, the complainant will be notified as well.

During the Emergency Removal, the Respondent may be denied access to University housing and/or the University campus/facilities/events. As determined by the Assistant Dean of Students, Title IX and Title VI Coordinator or designee in collaboration with the appropriate administrative officer, this restriction can include classes and/or all other University activities or privileges for which the student or employee might otherwise be eligible. Alternative coursework options may be pursued to ensure as minimal an impact as possible on the Respondent student. If the Respondent identifies him/herself as a student having a disability, it is the responsibility of the respondent to notify the Assistant Dean of Students, Title IX and Title VI Coordinator upon receipt of the notice of Emergency Removal. The Assistant Dean of Students, Title IX and Title VI Coordinator or designee will then collaborate with the Respondent and the Office of Accommodations and Accessibility to assist with the required and necessary accommodations for the period of the Emergency Removal. The Respondent and Complainant may request an immediate post-removal review of the need and terms of the removal, including potential modification, and will be allowed to submit information in support of their request. The accused or respondent

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

student must provide written notice of the intent to appeal, which shall include the substance of the appeal, to the Dean of Students or designee, within (5) business days of receiving the notice of removal. The burden of proof is on the accused or respondent student to show that the removal decision was incorrect.

Interim Actions Regarding Employees

Where the Respondent is an employee, existing provisions for interim action, including administrative leave, are applicable.

No Contact Orders

After a complainant reports alleged sexual or gender-based misconduct, the University may where necessary and/or requested and deemed necessary to institute a no contact order between the Complainant and the Respondent. A no contact order is a directive prohibiting contact between or among designated individuals through any means, direct or indirect, including personal contact, email, telephone, text message, social media, or by the means of a third party. No contact orders are typically mutual but may be one way. Both parties will receive directives in writing, along with instructions for requesting modifications.

In one-way no-contact orders, if a Complainant and Respondent observe each other in the same place, it is the responsibility of the Respondent to leave the area immediately and without contacting the Complainant unless leaving the location restricts the Respondent's ability to participate in an educational program or activity. An individual who believes that a violation of the no contact order has occurred needs to report the violation to the Director of Community Standards or designee. Individuals who violate a no contact order are subject to the full range of further disciplinary action, such as a charge of retaliation and violation of the no contact order.

Orders of Protection Issued by Criminal or Civil Courts

Separate from a no contact order issued by the University, a Complainant can seek an order of protection from both the criminal and/or civil (family) court system. At the request of the Complainant, the Title IX Office will place the Complainant in touch with an advocate from Family Services who will be available to assist in obtaining a government court issued order of protection (or equivalent restraining order if outside New York State) and explain the consequences of violating such an order, including but not limited to arrest, additional conduct charges, and interim suspension. Both the Complainant and Respondent have the right to receive a copy of the order of protection when received by the University. Either the Assistant Dean of Students, Title IX and Title VI Coordinator, or

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

designee, or an advocate from Family Services will be available to explain the order and answer any questions about it. If an order is violated, an individual may contact the Title IX Office or Marist Campus Safety to receive assistance in preventing an arrest.

Complainants will also receive informational materials about resources including intervention, mental health counseling, and medical services. The University will also provide information on advocacy services and resources available through Family Services. *Refer to Appendix B for the Family Services Center for Victim Safety and Support Resource Brochure.*

Advisors

The Assistant Dean of Students, Title IX and Title VI Coordinator or designee will notify both the Complainant and Respondent of their right to use one advisor of their choice who can assist, support, and advise them during the grievance process. Complainants and Respondents are solely responsible for meeting advisors and ensuring advisors understand their role in the grievance process. The University can assist parties with finding an advisor as needed.

Advisors may not participate in the conduct process in any other capacity in reference to the same incident, including, but not limited to, serving as a witness, co-complainant, or co-respondent. An advisor may not conduct an interview(s) or contact other parties, advisors, or witnesses during the University's investigation process. The parties are expected to ask and respond to questions on their own behalf throughout the investigation. If an advisor's conduct is not consistent with these guidelines, the advisor may be excluded from the process. These limitations on the advisor's role do not prohibit a party from gathering and/or offering evidence on their own behalf during this process. The availability of an advisor to attend an interview, conduct meeting, or hearing will not interfere with or delay the proceedings. An advisor may not advocate on behalf of a party. All communication regarding the substance of an investigation, including but not limited to, scheduling meetings, must be communicated by the party.

A party is required to have an advisor for administrative hearings that are categorized under the 2020 Final Rule. If a party does not have an advisor, they must inform the Assistant Dean of Students, Title IX and Title VI Coordinator or designee at least five (5) business days prior to a scheduled hearing. During a hearing for allegations that fall under the 2020 Final Rule, the advisor is responsible for cross-examining the other party(ies) and witnesses; the Hearing Chair will establish the relevancy of each question in real-time. Advisors are confined to conducting cross-examinations and may not address the panel, investigator, or any other party(s) involved in the complaint outside of cross-examination.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

During an administrative hearing for alleged prohibited conduct not categorized under the 2020 Final Rule, the parties involved in the complaint are responsible for their own questioning; questions are submitted to the Hearing Chair in advance of the hearing. Advisors are confined to serving as support for the person for whom they are advising and may not address the panel, investigator, or any other party(s) involved in the complaint.

Making a Formal Complaint

While any individual may report alleged sexual or gender-based misconduct to the Title IX Office, a formal complaint may only be submitted by the individual alleging they have been subjected to sexual and/or gender-based misconduct (the “Complainant”). A complaint is a **signed, written request** to the University that objectively can be understood as a request for the University to investigate and decide about alleged misconduct under the Discrimination and Harassment Policy. An email originating from the complainant’s University account is acceptable.

Who is considered a Complainant?

A **complainant** is a student or employee who is alleged to have been subjected to conduct that could constitute sexual or gender-based misconduct under the University’s Discrimination and Harassment Policy. A person other than a student or employee who is alleged to have been subjected to conduct that could constitute sexual harassment under this Policy and who is participating or attempting to participate in the University’s education program or activity at the time of the alleged discrimination could also be considered a complainant.

Regardless of the source of the report received, the Title IX Coordinator or designee may contact any person allegedly subjected to sexual or gender-based misconduct to provide information regarding the supportive measures available to them under this policy and to determine whether they wish to initiate a formal complaint.

The Title IX Office cannot compel individuals to initiate a complaint for resolution under this procedure. However, in some instances, the Assistant Dean of Students, Title IX and Title VI Coordinator may initiate a complaint based on the information received if the individual allegedly harmed does not wish to file a complaint. Some circumstances may require a recipient (via the Title IX Coordinator) to initiate an investigation and adjudication of a complaint to protect the recipient’s educational community or otherwise avoid being deliberately indifferent to known sexual harassment. In these circumstances, the University does not become the complainant; the complainant need not participate in the process but will receive all notices issued under this Policy and Process.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

All complaints are subject to review.

Initial Assessment

Following receipt of notice or a complaint of an alleged violation of this Policy, the Assistant Dean of Students, Title IX and Title VI Coordinator engages in an initial assessment, which is typically one to five business days in duration.

The steps in an initial assessment can include:

- The Assistant Dean of Students, Title IX and Title VI Coordinator will collaborate with the Complainant to determine whether the complainant is aware of the right to an advisor, available resources, etc. and if they prefer:
 - Supportive measures only;
 - Informal resolution (if applicable) with or without supportive measures;
 - Formal resolution with or without supportive measures.
- If the Complainant prefers supportive measures, the Assistant Dean of Students, Title IX and Title VI Coordinator will collaborate with the Complainant to identify their wishes and then seek to facilitate implementation.
- If the Complainant prefers an informal resolution option, the Assistant Dean of Students, Title IX and Title VI Coordinator will assess whether the complaint is suitable for informal resolution and whether the Respondent agrees to the process.
- If the complainant does not wish to initiate a complaint, the Assistant Dean of Students, Title IX and Title VI Coordinator will determine whether to initiate a complaint after a risk assessment indicates a compelling threat to the health and/or safety of an individual and/or the University community. *Please see Weighing Requests for Confidentiality.*
- If a Formal Grievance Process is preferred, and the conduct alleged falls within the scope of the Title IX Office, the Assistant Dean of Students, Title IX and Title VI Coordinator will initiate the formal investigation and grievance process. A complainant has the right to withdraw a formal complaint or withdraw participation in the process at any time. The formal grievance process below is intended for complaints involving at least one student party.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Dismissal & Reclassification of Formal Complaints

Formal complaints alleging sexual or gender-based misconduct will be reviewed and subject to possible dismissal and reclassification. Dismissal or reclassification by the Assistant Dean of Students, Title IX and Title VI Coordinator may occur at any time after the investigation begins.

Mandatory Dismissal

Formal complaints alleging sexual harassment must be dismissed under the 2020 Final Rule when:

- The alleged conduct does not occur in a program or activity over which the University exercises substantial control; or
- The alleged conduct occurs outside of the United States; or
- The conduct alleged does not meet the definition of Title IX covered sexual harassment as set forth in this Policy.

However, even if certain allegations are subject to dismissal for purposes of a complaint under the 2020 Final Rule, the University may continue to process the allegations pursuant to the procedures set forth in this policy as **University Policy Violations**, if the allegations, if true, would constitute prohibited sexual or gender-based misconduct that falls within the institution's disciplinary authority.

Discretionary Dismissal

The University may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing:

- The Complainant withdraws the complaint;
- The Respondent is no longer employed by or enrolled at Marist; or
- Specific circumstances prevent Marist from gathering evidence sufficient to reach a determination as to the conduct alleged.
- The identity of the complainant and/or alleged is unknown.

If circumstances require, the Title IX Coordinator's supervisor will designate another person to oversee the process below should an allegation be made about the Coordinator or the Coordinator be otherwise unavailable or unable to fulfill their duties.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Parties will receive written notice of any dismissal, including instructions on how to appeal a dismissal decision or the next steps in the grievance process in cases where the dismissal is only for purposes of re-categorization. Complaints classified under the 2020 Title IX Final Rule that are not dismissed (including those that are reinstated following an appeal of a dismissal) will be resolved under the procedures following the 2020 Final Rule. Allegations re-categorized as sexual or gender-based misconduct that fall outside of the scope of the 2020 Final Rule, but fall within the University's disciplinary authority, will follow applicable procedures for allegations that are not governed by the 2020 Final Rule.

Weighing Requests for Confidentiality

When a reporting individual discloses an incident to an institution employee who is responsible for responding to or reporting domestic violence, dating violence, stalking, or sexual assault but wishes to maintain confidentiality or does not consent to the Institution's request to initiate an investigation, the Assistant Dean of Students, Title IX and Title VI Coordinator must weigh the request against the institution's obligation to provide a safe, non-discriminatory environment for all members of its community.

The University will seek to honor a reporting individual's request for no investigation, unless the institution determines in good faith that failure to investigate does not adequately mitigate a potential risk of harm to the reporting individual or other members of the community, through a weighing of the following factors (among others):

- Whether the accused has a history of violent behavior or is a repeat offender;
- Whether the incident represents escalation in unlawful conduct on behalf of the accused from previously noted behavior;
- Whether the accused used a weapon or force;
- Whether the institution possesses other means to obtain evidence such as security footage, and whether available information reveals a pattern of perpetration at a given location or by a particular group.

Sexual and/or Gender-based complaints classified as allegations under the Discrimination and Harassment Policy that involve at least one student party and are not dismissed (including those that are reinstated following an appeal of a dismissal) will be resolved under the procedures set forth below.

Informal Resolution

Informal resolution is available only after a formal complaint has been filed and a Notice of Allegations has been sent, prior to a determination of responsibility, and if the complainant

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

and respondent voluntarily consent to the process in writing. Informal resolution is not available in cases in which an employee is alleged to have sexually harassed a student except to resolve allegations that an employee engaged in sex discrimination. Informal resolution may involve agreement to pursue individual or community remedies, including targeted or broad-based educational programming or training; supported direct conversation or interaction with the respondent; mediation; indirect action by the Assistant Dean of Students, Title IX and Title VI Coordinator; and other forms of resolution that can be tailored to the needs of the parties.

A party may not be required to participate in an informal resolution process. Informal resolution will not be a mechanism used to address reports of violence or coerced/forced behavior of any kind or if there is evidence of a pattern of misconduct or a perceived threat of further harm to the community. Informal resolution processes are not a condition of enrollment/continued enrollment, or employment/continued employment.

With the voluntary consent of the parties, informal resolution may be used when the respondent accepts responsibility for all the alleged misconduct, and desires to accept the recommend sanctions imposed by the Assistant Dean of Students, Title IX and Title VI Coordinator or designee. This usually occurs after the investigation is complete.

Disciplinary action will only be imposed against a respondent where there is sufficient factual foundation and both the complainant, and the respondent have agreed to forego the additional procedures set forth in this Policy and accept an agreed upon sanction(s). Any person who facilitates an informal resolution will be trained and free from conflicts of interest or bias for or against either party.

The University will provide the parties with a written notice of the requirements of the informal resolution process. Failure to abide by the accord can result in appropriate action. At any time during an informal resolution process prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the complaint.

Formal Resolution

Investigation of a Formal Complaint

The Assistant Dean of Students, Title IX and VI Coordinator or designee will facilitate the grievance process for complaints where at least one party is a student.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Notice of Investigation

When a complaint is filed, the Assistant Dean of Students, Title IX and Title VI Coordinator or designee will appoint a trained investigator(s). Parties to allegations will receive notification of investigation in writing; such notice will occur as soon as practicable, but no more than ten (10) days after the institution receives a complaint if there are no extenuating circumstances. The parties will be notified by their institutional email accounts if they are a student or employee. If a party is not affiliated with the University, written communication will be delivered in one of the formats provided to the University by the party. Once mailed, emailed and/or received in-person, notice is presumptively delivered. The institution will provide sufficient time for the parties to review the Notice of Investigation and allegation before any initial interview; typically, three to five business days.

The Notice of Investigation will include the following information:

- The identities of the parties involved, if known.
- The specific section of the policy allegedly violated with a hyperlink to the University's Discrimination and Harassment Policy.
- The precise conduct allegedly constituting the potential violation; potential violations can be updated during the investigation process as new information is gathered.
- The date and location of the alleged incident(s), if known.
- Reiterate their right to bring an advisor of choice to their scheduled meetings.
- Whether the alleged conduct is categorized as Title IX covered sexual harassment following the procedures set forth under the 2020 Final Rule or the allegations fall outside of the 2020 Rule, but still within the institution's disciplinary authority, and will be processed as such.
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement that the parties may inspect, and review evidence gathered during the investigation.
- Reiterate that Marist University policy prohibits knowingly making false statements or knowingly submitting false information during the grievance process.
- The Notice of Allegations may be updated as new information is learned.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

The Notice of Investigation will also include the names of the assigned investigator(s). If either party should object to the assigned investigator(s) at the time, they must raise all concerns, in writing, to the Assistant Dean of Students, Title IX and Title VI Coordinator or designee immediately. Investigators will only be removed if the Assistant Dean of Students, Title IX and Title VI Coordinator concludes that the objections raised preclude an impartial gathering of evidence. Additionally, any investigator who believes that they cannot conduct an objective investigation must recuse themselves from the proceedings when notified of the identity of the parties.

Evidence Gathered During the Investigation Process

The sole purpose of the investigation is to gather information to be used in the determination as to whether the alleged conduct violates University policy. It is the responsibility of the University's investigators to gather sufficient relevant evidence for the decision-makers to reach a fair and impartial determination as to whether a policy violation occurred. The investigation will include asking both the Complainant and Respondent for information, including names of factual witnesses they would like to be contacted regarding the allegations made. Character witnesses will not be interviewed during an investigation. Investigators will make all reasonable efforts to contact all relevant and material witnesses and parties but cannot guarantee that witnesses or parties will respond to requests for interviews or appear for any interview time scheduled.

Knowingly making false statements or knowingly providing false information during the grievance process is a serious violation of this Policy. Individuals who knowingly provide false information will be subject to discipline as outlined in the relevant handbook/code. Allegations of false information will be referred to the appropriate school official. In addition to interviews of parties and relevant witnesses, the investigation will include gathering of any relevant physical, documentary, or other evidence.

The investigators will conduct the investigation with sensitivity, respectful of privacy concerns of every individual, and in a manner appropriate to the circumstances of the case and typically will include interviews with the Complainant(s) and Respondent(s) to present statements, witnesses, and other evidence. Prior to their interview, parties and witnesses may but are not required to submit a written statement to the assigned investigator(s).

Any evidence that is relevant and credible may be considered, including an individual's prior misconduct history as well as evidence indicating a pattern of misconduct. The process should exclude irrelevant or immaterial evidence and may disregard evidence lacking in credibility or that is improperly prejudicial.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Unless the Assistant Dean of Students, Title IX and Title VI Coordinator determines it is appropriate, the investigation does not consider: (1) incidents not directly related to the possible violation, unless they evidence a pattern; (2) the sexual history of the parties (though there may be a limited exception made to the regard of the sexual history between the parties); or (3) the character of the parties, unless such information is directly relevant to the allegations (for example, evidence of a pattern of similar conduct), as determined by the Assistant Dean of Students, Title IX and Title VI Coordinator.

Audio & Video Recordings

This policy applies to all Title IX investigations and outlines the procedures for recording interviews with complainants, respondents, and witnesses. Prior to recording any interview, investigators will obtain informed consent from the parties involved.

Investigators must explain the purpose of the recording, how it will be used, and who will have access to it. Recordings may be used as evidence during the investigation. Transcripts created from the recordings may be included in the final investigative report to document interview content. All recordings and transcripts will be stored securely, and access will be limited to authorized personnel involved in the investigation.

If recording is provided as an approved accommodation, the accommodation will be documented, and notification will be handled in a manner that respects both privacy and fairness obligations under Title IX. The goal is to ensure that all parties understand the process and that accommodation does not compromise the integrity or impartiality of the investigation. Requests for accommodations will be evaluated by the Assistant Dean of Students, Title IX and Title VI Coordinator in consultation with the ADA/Section 504 Coordinator and/or the Director of the Office of Accommodations and Accessibility, as appropriate.

Standard of Evidence

The University uses the “Preponderance of Evidence” standard in determining whether the facts support a finding that it is more likely than not that the alleged misconduct occurred or did not occur.

Investigation Timeline

The University will conduct a fair, impartial, and prompt investigation in a manner that will provide all parties with a resolution. Fixed timelines for completion cannot be guaranteed and depending on the nature of the allegations involved, an investigation could require as many as ninety (90), if not more. Factors impacting this time frame, include but are not

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

limited to, the complexity and nature of the conduct alleged, the number of parties and witnesses involved, reasonable delays in procedures for securing party advisors and required, reasonable accommodations, campus closures in the event of weather, weather-related conditions, and/or public health crisis. In all cases, the Assistant Dean of Students, Title IX and Title VI Coordinator or designee will provide both the Complainant and the Respondent with notice of any delays necessary as a function of separate law enforcement procedures. Investigators gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report.

Each party may request a one-time delay in the Grievance Process of up to five (5) days for good cause (granted or denied in the sole judgment of the AVP, Equity and Title IX Coordinator, or designee) provided that the requestor provides reasonable notice, and the delay does not overly inconvenience other parties.

At the conclusion of the investigation, Investigators gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report. Prior to the conclusion of the investigation, investigators provide to the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which the University does not intend to rely in reaching a determination, for review for ten (10) calendar days so that each party may meaningfully comment and respond to the evidence. The parties may elect to waive the full ten days. Each copy of the materials shared is confidential. Parties involved in the complaint are entitled to one, ten (10) calendar day review period of the investigative report. Investigators will review comments submitted and may incorporate them into the report. Investigators may respond to the comments submitted by parties in the report. Investigators submit the finalized report, including any revisions, to the Assistant Dean of Students, Title IX and Title VI Coordinator or designee who coordinates the implementation of the hearing. Parties who wish to comment on any new information that was added by the investigator to the final report may do so at the hearing.

Once the report is finalized, the Assistant Dean of Students, Title IX and Title VI Coordinator or designee will notify the parties of next steps in the grievance process. The outcome of the investigation determines whether an administrative hearing is necessary. The institution may initiate charges or may choose not to initiate charges when the evidence does not merit doing so. If the investigation concludes that no violation occurred,

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

notification will include the evidence gathered during the investigation that was used by the Assistant Dean of Students, Title IX and Title VI Coordinator to make this determination, and the relevant procedures and bases for any available appeal options. For allegations proceeding to an administrative hearing panel, notification will include the hearing notification letter as well as the evidence gathered during the investigation to be used by the administrative hearing panel to determine responsibility; the hearing notification letter and evidence to be used will be delivered to all parties involved in the complaint, ten (10) days prior to a scheduled hearing.

Administrative Hearing

Hearings may be conducted with all parties physically present in the same geographic location, usually on campus, or, at the University's discretion or when required by law, any or all parties, witnesses, and other participants may choose to appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.

Composition of Administrative Hearing Panel

The Assistant Dean of Students, Title IX and Title VI Coordinator or designee will appoint a Chair to the Hearing Panel along with one (1) to three (3) additional members, excluding the Chair. The Chair and panelists are trained faculty, staff, or contracted consultants not involved with the investigation or any prior decision-making or appeals related to this case. The Chair is not a decision maker or voting member of the panel; the Chair is responsible for the administrative functions of the hearing, including scheduling a pre-conference meeting with each party prior to the hearing to go over the process.

Notification of Charges and Hearing Date

The Notification of Charges will include the following information:

- A description of the alleged violation(s), a description of the applicable procedures and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing. If any party does not appear at the scheduled hearing, the hearing will be held in their absence. For compelling reasons, the Assistant Dean of Students, Title IX and Title VI Coordinator or designee may reschedule the hearing.
- The parties may have the support of an advisor at the hearing. Parties may select whomever they wish to serve as their advisors, including attorneys. The advisor may not make a presentation or represent the Complainant or Respondent during the hearing. The advisor may consult with their advisee party quietly or in writing, or

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

outside the hearing during breaks, but may not speak on behalf of the advisee to the panel.

- For allegations involving non-title ix covered sexual harassment, the parties are responsible for submitting questions in advance of the hearing to the Chair. The Chair will determine if a question(s) is relevant and reserves the right to reword a question if needed. For allegations involving Title IX covered sexual harassment, questions will be asked in real time through the party's advisor; the Chair will establish relevancy for each question and reserves the right to reword a question if needed before the question is answered by the other party.
- Names of witnesses the University intends to call.
- Names of Hearing Panel Chair and member(s).

Hearings that occur after the end of an academic term may be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by the University to remain within the 90-day goal for resolution.

Hearing Procedures

In addition to the Hearing Chair and Panel and the investigator(s) who conducted the investigation on the grievance, the Complainant(s) and Respondent(s), advisors to the parties, and any witnesses called to attend the hearing may participate. Panelists will be impartial and free of conflicts of interest throughout the resolution process.

Panel Member Recusal or Objections

Should either party object to any panelist, they must raise all concerns, in writing, to the Assistant Dean of Students, Title IX and Title VI Coordinator or designee within three (3) business days following the notice of hearing. Panel members will only be unseated if the Assistant Dean of Students, Title IX and Title VI Coordinator or designee concludes that a bias precludes an impartial hearing of the grievance. Additionally, any panelist who feels they cannot make an objective determination must recuse themselves from the proceedings when notified of the identity of the parties and all witnesses in advance of the hearing. This non-bias and conflict of interest requirement do not apply to a party's advisor.

Order of Hearing Presentations and Questioning

Once the procedures are explained and the participants are introduced, the investigator(s) will present an overview of the investigation first and be subject to questioning the parties and the Hearing Panel. The investigator(s) will then be excused. The Hearing Panel will then

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

permit questioning of and by the parties, and of any present witness. All questions are subject to relevance determination by the Chair.

For all complaints classified under the 2020 Final Rule, advisors are responsible for live cross-examination. Questions are subject to a relevancy determination by the Chair before the other party may answer. For complaints that are classified as outside the scope of the 2020 Final Rule, parties will submit questions in advance of the hearing to the Chair, who will establish relevancy. Questions deemed relevant will be asked at the hearing by the Chair; follow-up questions will be permitted as applicable.

Effect of Failure to Appear at the Hearing or Failure to Participate in Questioning Witnesses and Parties: A hearing may proceed whether a party or witness appears at the time scheduled for the hearing.

If a party or witness chooses not to submit to questioning at the hearing, either because they do not attend the meeting, or they attend but refuse to participate in questioning, the Hearing Panel members may consider statements made by parties or witnesses that are otherwise permitted under the regulations, even if those parties or witnesses do not participate in cross-examination at a hearing, in reaching a determination regarding responsibility in a grievance process.

Hearing Decorum

The Chair may invite explanations or persuasive statements regarding relevance from the parties, if the Chair chooses. The Chair will then state their decision regarding the relevance of a question for the record and advise the party/witness to whom the question was directed, accordingly. The Chair will explain any decision to exclude a question as not relevant, or to reframe it for relevance.

The Chair will limit or disallow questions on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), or abusive. The Chair has final say on all questions and determinations of relevance. The Chair may consult with legal counsel on any questions of admissibility. The Chair may ask parties to frame why a question is or is not relevant from their perspective but will not continue to entertain argument from the party on relevance once the Chair has ruled on a question.

No one will present information or raise questions of either the Complainant or Respondent concerning:

- Incidents not directly related to the allegation(s), unless they show a pattern,

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- The prior sexual history of the Complainant with persons other than the other party in the process unless such information about the Complainant's prior sexual behavior is offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the information concerns specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and is offered to prove consent,
- The character or medical or mental health diagnosis and/or treatment of either party, and/or
- Past findings of domestic violence, dating violence, stalking, sexual assault, or other policy violations may be admissible only for purposes of determining an appropriate sanction, if applicable.

There will be no observers in the hearing. The Chair may allow witnesses who have relevant information to appear at a portion of the hearing to respond to specific questions from the panel or the parties involved. The panel does not hear from character witnesses.

In hearings involving more than one Respondent or in which two Complainants have accused the same individual of substantially similar conduct, the University will typically consider the allegations in a joint hearing; however, the Assistant Dean, Title IX and VI Coordinator or designee may permit separate hearings at their discretion. In all cases involving more than one Respondent, separate determinations of responsibility will be made for each Respondent. Proceedings are private. All people present at any time during the hearing are expected to maintain the privacy of the proceedings, subject to University consequences for failure to do so. Although the contents of the hearing are private, the parties have discretion to share their own experiences and should discuss doing so with their advisor. Hearings are recorded for purposes of inspection and review. Hearing Panel members, the parties and/or the persons who initiated the action and appropriate administrative officers of the University will be allowed to listen to the recording in a location determined by the Title IX Coordinator or designee. In the absence of a recording, parties may be provided with a written transcript. No person will be permitted to make a copy of the recording without the permission of the Assistant Dean of Students, Title IX and Title VI Coordinator or designee. The parties and/or the people who initiated the action confirm that they will protect the privacy of the information contained in the recording.

Hearing Panel Decision

Upon completion of the hearing, the Hearing Panel will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the violation(s) in question. The Chair acts as a facilitator in the process, not a decision-maker. The panel will

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

base its determination on a preponderance of the evidence (i.e., whether it is more likely than not that the Respondent committed each alleged violation). If Respondent is found responsible by a majority of the panel, the panel will impose appropriate sanctions. The Hearing Panel Chair will prepare a Notice of Determination to be signed off by all Hearing Panel members and delivered to the Assistant Dean of Students, Title IX and Title VI Coordinator designee following the hearing's completion.

Notice of Determination

The Assistant Dean of Students, Title IX and Title VI Coordinator or designee will simultaneously inform **the parties** of the hearing panel's determination typically within ten (10) business days of the hearing. Notifications will be made in writing and may be delivered through institutional email accounts if the parties are students or employees, and by other reasonable means if they are not.

The Notice of Determination will articulate the specific policy(ies) reported to have been violated, including the relevant policy section, and will contain a description of the procedural steps taken by the University from the receipt of the misconduct report to the determination, including any and all notifications to the parties, interviews with parties and witnesses, site visits, methods used to obtain evidence, and hearings held.

The Notice of Determination will specify the finding on each alleged policy violation; the findings of fact that support the determination; conclusions regarding the application of the relevant policy to the facts at issue; a statement of, and rationale for, the result of each allegation to the extent the University is permitted to share such information under state or federal law; any sanctions issued which the University is permitted to share according to state or federal law; and any remedies provided to the Complainant designed to ensure access to the University's educational or employment program or activity, to the extent the University is permitted to share such information under state or federal law (this detail is not typically shared with the Respondent unless the remedy directly relates to the Respondent).

The Notice of Determination will also include information on when the results are considered by the University to be final, any changes that occur prior to finalization, and the relevant procedures and bases for any available appeal options.

Sanctions

Sanctions or remedies will be determined by the Hearing Panel if there is a finding of responsibility. Factors considered when determining a sanction/remedy may include:

- The nature, severity of, and circumstances surrounding the violation

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- An individual's disciplinary history
- Previous grievances or allegations involving similar conduct
- Any other information deemed relevant by the Hearing Panel
- The need for sanctions/remedies to bring an end to discrimination, harassment and/or retaliation
- The need for sanctions/remedies to prevent the future recurrence of discrimination, harassment and/or retaliation
- The need to remedy the effects of discrimination, harassment and/or retaliation on the Complainant and the community

Student Sanctions

A complete list of student sanctions that may be imposed upon students singly or in combination can be found in Appendix E. At any point in the process at which sanctions are to be imposed, the parties will have the right to submit a written impact statement to be considered before sanctions are determined. Impact Statements should be submitted to the Chair of the Hearing Panel prior to the start of the hearing.

Employee Sanctions

Responsive actions for an employee who has engaged in behaviors that violate this Policy and/or retaliation include:

- Warning – Verbal or Written
- Performance Improvement/Management Process
- Required Counseling
- Required Training or Education
- Probation
- Loss of Annual Pay Increase
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Suspension with pay
- Suspension without pay

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- Termination

In addition to or in place of the above sanctions, the Recipient may assign any other sanctions as deemed appropriate.

Transcript Notation

For crimes of violence, including, but not limited to sexual violence, defined as crimes that meet the reporting requirements pursuant to the federal Clery Act established in 20 U.S.C. 1092(f)(1)(F)(i)(I)-(VIII), Marist University shall make a notation on the transcript of students found responsible after a conduct process that they were "suspended after a finding of responsibility for a code of conduct violation" or "expelled after a finding of responsibility for a code of conduct violation." For any Respondent who withdraws from the institution while such conduct charges are pending, and declines to complete the disciplinary process, Marist University will make a notation on the transcript that they "withdrew with conduct charges pending.

Transcript notation guidelines are in place regardless of where or when the incident occurred. Marist University permits a student seeking removal of a notation for a suspension to petition the Assistant Dean of Students, Title IX and Title VI Coordinator in writing for such removal, provided that such notation will not be removed prior to **one year following the conclusion of the suspension**. Notations for expulsion will not be removed. If a finding of responsibility is vacated for any reason, any transcript notation will be removed.

Respondent's Withdrawal or Resignation During Investigation or Hearing Process

Students: If a student withdraws from the University and does not participate in the investigation and/or hearing, while such conduct charges are pending, and declines to complete the disciplinary process, Marist University will make a notation on the transcript that they "withdrew with conduct charges pending." If the student re-enrolls at the University, the investigation and/or hearing process will resume. If the process does proceed in the student's absence the student will not be permitted to return to University unless all sanctions have been satisfied. The Assistant Dean of Students, Title IX and Title VI Coordinator retains discretion to proceed with the process.

Employees: If an employee resigns while charges are pending, the records of the Assistant Dean of Students, Title IX and Title VI Coordinator or designee will reflect that status, as will University responses to any future inquiries regarding employment references for that individual. The Assistant Dean of Students, Title IX and Title VI Coordinator or designee will

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

act promptly and effectively to remedy the effects of the conduct upon the Complainant and the community. If an employee is dismissed due to a Title IX violation the University will advise future employment references.

Appeals

Appeals of complaint dismissals or Hearing Panel determinations must be submitted in writing to the Assistant Dean of Students, Title IX and Title VI Coordinator or designee within five (5) business days of the delivery of the notice of dismissal or the written Notice of Determination.

The Assistant Dean of Students, Title IX and Title VI Coordinator or designee will appoint a Chair to an Appeal Panel composed of a total of three members, including the Chair, who may be members of faculty or staff, or contracted consultants who have not been previously involved with the investigation or any prior decision-making or appeals related to this specific case.

Any party may appeal. When any party requests an appeal, the other party (parties) will be notified, receive a copy of the appeal(s), and can join in the appeal. The Assistant Dean of Students, Title IX and Title VI Coordinator or designee will give reasonable time for the response.

A party must submit appeals on their own behalf in one of the following manners: in person; by mail; or by email from the party's University-issued email account. If a party is not affiliated with the University, written communication will be accepted from their personal email account. The University will not accept appeals submitted by anyone other than the party.

Appeals are limited to the following:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; or
- The Assistant Dean of Students, Title IX and Title VI Coordinator, investigator(s), or Hearing Panel member(s), including the chair, had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

The appeals panel will review the appeal request(s). The original finding and sanction/responsive actions will stand if the appeal is not timely or is not based on the grounds listed above, and such a decision is final.

When the appeals panel finds that at least one of the grounds to appeal is met, and proceeds, additional principles governing the hearing of appeals include the following:

Appeals decisions by the Appeal Panel are to be deferential to the original decision, making changes to the finding only where there is clear error and to the sanction/responsive action only if there is a compelling justification to do so.

Appeals are not intended to be full rehearing of the allegations. In most cases, appeals are confined to a review of the written documentation or record of the original dismissal or the original hearing, and pertinent documentation regarding the grounds for appeal. Appeals granted based on new evidence should normally be remanded to the investigator(s) for reconsideration unless otherwise directed by the Assistant Dean of Students, Title IX and Title VI Coordinator or designee.

The appeal panel will generally render a written decision on the appeal, describing its rationale, and communicate it simultaneously to all parties within five (5) business days from hearing of the appeal. Once an appeal is decided, the outcome is final. Further appeals are not permitted.

The determination regarding responsibility (including the applicability of sanctions) becomes final either on the date that the University provides the parties with the written decision of the result of the appeal, or if an appeal is not requested, the date on which an appeal would no longer be considered timely.

Failure to Complete Sanctions/Comply with Remedies

All responding parties are expected to comply with conduct sanctions/remedies within the time frame specified by the Assistant Dean of Students, Title IX and Title VI Coordinator or designee. Failure to follow through on conduct sanctions/remedies by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions/remedies and/or suspension, expulsion and/or termination from the University. A suspension will only be lifted when compliance is achieved to the satisfaction of the Assistant Dean of Students, Title IX and Title VI Coordinator or designee.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

APPENDICES

Appendix A

Records

In implementing the Discrimination and Harassment Policy and Procedures, records of all grievances, investigations, hearings, and outcomes will be kept by the Assistant Dean of Students, Title IX and Title VI Coordinator or designee for seven (7) years. All expulsions and terminations will be retained indefinitely on paper and/or in a database.

Legal Challenges

If the University is asked to produce documentation for any proceeding that seeks to modify or remove a finding that a student Respondent was responsible for violating University policy, the University, absent a court order, will redact the name and/or identifying information of any student Complainant or student witnesses, prior to submission of the documentation.

Revision

This Policy and procedures supersede any previous policy(ies) addressing harassment, sexual misconduct, discrimination, and/or retaliation under Title IX and will be reviewed and updated annually by the Assistant Dean of Students, Title IX and Title VI Coordinator. Marist University reserves the right to amend this document as necessary, and once those changes are posted online, they are in effect. During the resolution process, the Assistant Dean of Students, Title IX and Title VI Coordinator may make minor modifications to procedures that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules. The Assistant Dean of Students, Title IX and Title VI Coordinator may also vary procedures materially with notice (on the institutional website, with the appropriate effective date identified) upon determining that changes to law or regulation require policy or procedural alterations not reflected in this Policy and procedures. If government laws or regulations change – or court decisions alter – the requirements in a way that impacts this document, this document will be construed to comply with the most recent government regulations or holdings. This document does not create legally enforceable protections beyond the protection of the background state and federal laws which generally frame such policies and codes.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Appendix B

Marist University Athletics & NCAA “Policy to Combat Campus Sexual Violence”

Marist University is committed to sexual violence prevention and compliance with the August 8, 2017 NCAA Board of Governors Policy on Campus Sexual Violence (available at: <http://www.ncaa.org/sport-science-institute/topics/ncaa-board-governors-policy-campus-sexual-violence>).

All incoming, continuing and transfer student-athletes, including graduate students, who expect to try out for or participate in intercollegiate athletics in one or more seasons of the upcoming academic year are required to complete an annual disclosure related to any conduct in which they have engaged that resulted in (1) discipline through a Title IX or other sexual misconduct proceeding or (2) a criminal conviction for sexual, interpersonal or other acts of violence. In addition, transfer student-athletes must disclose whether a Title IX proceeding was incomplete at the time of transfer, even if no discipline had been imposed as of the time of transfer. Failure to make a full and accurate disclosure could result in penalties, including loss of eligibility to participate in athletics as determined by Marist University. Further, it is the student-athlete’s responsibility to report any situation that would change their answers or add information in response to any question after signing the Marist University Student-Athlete Attestation form.

These disclosure requirements concern any discipline received through a Title IX proceeding or other sexual misconduct proceeding, or criminal conviction, regardless of the degree, and whether the result of a plea or court determination, of any of the following:

- **Interpersonal Violence:** Violence that predominantly arises out of an intimate relationship between the victim and the perpetrator, including dating and domestic violence.
- **Sexual Violence:** A term used to include both forcible and nonforcible sex offenses, including sexual battery, sexual assault, and rape (both non-consensual and statutory), as well as threats to commit Sexual Violence on another.
- **Other Acts of Violence:** Crimes including murder, manslaughter, aggravated assault or any assault that employs the use of a deadly weapon or causes serious bodily injury.

Marist University reserves the right to seek further inquiry into the information provided, to the extent permitted by applicable law.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Appendix C

About The Center for Victim Safety and Support

Family Services provides 24/7 support to victims of violence and other crimes with a person-centered approach that supports survivors' rights, dignity, healing, and self-determination. You are not alone, your safety is a priority, and you have options.

Help is available for:

- Domestic and Dating Violence
- Rape and Sexual Assault
- Emotional, Psychological, and/or Financial Abuse
- Isolation
- Stalking
- Assault and Physical Violence
- Threatening and Controlling Behavior
- Incest
- Sexual Abuse and Molestation
- Harassment
- Other crimes including but not limited to homicide, robbery, elder abuse, and human trafficking

All services are
Free • Accessible • Confidential.

24-Hour Hotlines

Rape Crisis & Crime Victims
(845) 452-7272

Domestic Violence
(845) 485-5550

Contact Us:

29 North Hamilton Street
Poughkeepsie, NY 12601

(845) 452-1110 ext. 3400
TTY: (845) 790-5919
Fax: (845) 452-7298

www.familyservicesny.org

Founded in 1979, Family Services brings people together to find the support they need, improving their lives and communities, and building a stronger, safer Hudson Valley. Our program areas include Behavioral Health Centers, Victim Services, Family Programs, Youth Services, Community Safety and Prevention, as well as the management of the Family Partnership Center.

Funded in part by
Dutchess County United Way of the Dutchess-Orange Region, NYS Office of Victim Services, NYS Dept. of Criminal Justice Services, and NYS Dept. of Health.

Center for Victim Safety and Support

Victim Services

24-Hour Hotlines
Rape Crisis & Crime Victims
(845) 452-7272

Domestic Violence
(845) 485-5550

We are for hope
for justice
for empowerment
against violence



What We Do

24-Hour Support Hotline
Crisis Intervention
Emotional Support
Advocacy
Individual and Group Counseling
Information and Referrals

Advocacy
24-hour support to victims of violence, including safety planning, accompaniment to medical (including sexual assault) exams, court, housing, legal, and social services, as well as assistance with filing compensation claims with the NYS Office of Victim Services.

Counseling
Educational and therapeutic counseling to victims and secondary victims of violence and crimes. Provided in individual sessions and/or support groups.

Children Services
Individual therapy, therapeutic play, and direct services for children and adolescents who are victims or secondary victims/witnesses of violence or crime.

Community Outreach / Volunteer and Internship Opportunities
Educational presentations are available for community groups on various topics related to victimization, safety, providing support, and violence prevention. Volunteer and student field placement available for individuals who become certified through NYS Department of Health training provided by Family Services.

"I do not know what would have happened in my situation without the support and advocacy of ICVSSI. The therapy was a life changer and settled most of my fears, flashbacks, and nightmares after the assault. Life has drastically improved thanks to the services I received."
—Survivor of Sexual Assault

"The support and understanding I received was so beneficial that words can't describe. The people I worked with were great! Having support at court really reduces the anxiety and helps one think clearly."
—Survivor of Domestic Violence

As a Victim You Have the Right to Be:

- Informed by law enforcement about local services.
- Supported by an advocate throughout the criminal justice process.
- Protected from the suspect or suspect's family.
- Notified by the District Attorney about certain steps in your case.

For more information about your rights you can also contact:

NYS Office of Victim Services
800-247-8039
ovs.ny.gov

All Services Are

Free • Accessible • Confidential



The Center for Victim Safety and Support serves people of all racial/cultural backgrounds, religions, sexual orientations (lesbian, gay, bisexual, heterosexual), gender identities (men, women, transgender people), abilities, citizenship status, and ages.

Services are available in Spanish.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Appendix D

Student Bill of Rights

Under the “Enough is Enough” Legislation, Section 129(b) of the NY Education Law:

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and,
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Appendix E

Student Sanctions

One or more of following sanctions may be imposed upon any student Respondent for any single violation of this Policy:

- *Written Warning.* Written notice to the student that their actions are inappropriate and the individual must act more responsibly in the future. A Written Warning also indicates that should the individual again be referred for disciplinary action more serious sanctions will be assigned.
- *Probation.* A notice to the student that their actions are of a serious nature within the University community. Probation will be for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to be violating any University policies during the probationary period. For resident students, any violation committed during the probationary period will result in a review of the student's housing assignment. This sanction results in the loss of two (2) priority points.
- *Disciplinary Probation.* A notice to the student that their actions are unacceptable within the University community. This sanction will be primarily used in cases of serious or consistent policy violations. Disciplinary Probation will be for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to be violating any University policies during the probationary period. Any violation committed during the probationary period will result in a review of the student's status at Marist. This sanction results in the loss of three (3) priority points.
- *Deferred Suspension from the Residence Hall.* A definite period of observation and review. If a student is again found responsible for any further University policy violations including failure to complete previously imposed sanctions or adhere to previously imposed conditions, restriction from University-operated housing and housing grounds will be immediately imposed for a definite period of time. This sanction results in the loss of four (4) priority points. Any student on Deferred Residence Hall Suspension may not be allowed to participate in the housing room selection process and therefore not be eligible for University housing.
- *Residence Hall Expulsion.* Permanent removal of the student from the residence facility. This sanction most likely will result in a student being permanently banned from all residence facilities. (Please note that students dismissed from the

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

residence facility for disciplinary reasons will not be entitled to any refund of residence fees).

- *Deferred Suspension from the University.* A definite period of observation and review. If a student is again found responsible for any further University policy violations including failure to complete previously imposed sanctions or adhere to previously imposed conditions, at minimum, the student may automatically be recommended for suspension for a minimum of one semester. This sanction results in the loss of six (6) priority points.
- *Suspension.* Separation from the University for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Community Standards or hearing body. During the suspension period, the student is banned from University property and the student's presence at any University-sponsored activity or event is prohibited. This sanction may be enforced with a trespass action as necessary. Students are suspended for disciplinary reasons are not entitled to any refund of tuition or residence fees.
- *Expulsion.* A permanent separation of the student from the University. The student is banned from University property and the student's presence at any University-sponsored activity or event is prohibited. This sanction may be enforced with a trespass action as necessary. Students that are expelled for disciplinary reasons are not entitled to any refund of tuition or residence fees.
- *Loss of Privileges.* Denial of specified privileges for a designated period of time. These include, but are not limited to:
 - A restriction from hosting visitors and/or guests.
 - A restriction from being a visitor in or entering a specified Residence Facility.
 - Restriction from University-sponsored extracurricular activities both on and off campus (including Senior Week and Commencement).
 - Other restrictions, as approved by the Community Standards Officer.
- *Substance Education Program.* An educational workshop, in person or online, addressing substance use issues. Referral to an off-campus education diversion program may also be recommended.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

- *Restitution.* Compensation for loss, damage or injury. This may take the form of appropriate community service and/or monetary or material replacement.
- *Monetary Fines.* The University generally does not impose fines for violations of the Code of Student Conduct. However; fines will be imposed for violations that impact the health and/or safety of members of the Marist Community. Please refer to the Alcohol Policy, Windows/Doors, Walls Policy, and the Fire and Safety Regulations for specific information.
- *Behavioral Requirement.* This includes required activities including, but not limited to, seeking academic counseling or substance use screening, writing a letter of apology, etc.
- *Mandated Room Reassignment.* A notice that the behavior merits the immediate relocation of the student to another campus residence. This decision will be made in conjunction with Residence Life.
- *Mandated Counseling Assessment and Compliance.* The student must attend an assessment and/or session in the Counseling Center or an off-campus licensed facility by a specific date. Unless otherwise stated by the Community Standards body, the student is required to follow all recommendations made by the Counseling Center or off- campus licensed facility as a result of the assessment.
- *Discretionary Sanctions.* Work assignments, community service, and other related sanctions that meet with the approval of the Director of Community Standards. Other sanctions include but are not limited to:
 - Letters of apology/thank you
 - Essay or research paper on assigned topics
 - Disqualification from future housing selection process
 - Program presentations
- *Withholding Diploma, Degree, or Transcript:* The University may withhold a student's degree, paper diploma, and/or final transcript for a specified period of time, and/or deny a student participation in commencement activities, if the student has a case pending, or as a sanction if the student is found responsible for an alleged violation.
- *Revocation of Degree.* The University reserves the right to revoke a degree awarded from the University for fraud, misrepresentation, or other violation of University

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.

- The following sanctions may be imposed upon groups or Student Organization(s) found to have violated the Student Code of Conduct:
 - Those sanctions listed above.
 - Suspension or Expulsion of Student Organization includes temporary or permanent loss of recognized status with the University.
 - Additional sanctions specific to Student Organizations which may be found in the organization's constitution, the Office Greek Affairs, or the Office of Student Activities policies and a national affiliate, if applicable.
- Priority Point Loss: Any student on deferred residence hall suspension or those that lost six (6) priority points or more will not be allowed to participate in the housing room selection process and may not be eligible for University housing. Incidents that occur during the spring semester could impact a student's eligibility to participate in the room selection process for the fall semester.
- More than one of the sanctions listed above may be imposed for any single violation.
- Other than Suspension and Expulsion, disciplinary sanctions will not be made part of the student's permanent file but will become part of the student's confidential disciplinary record maintained in the Office of Community Standards as per FERPA requirements.

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Appendix F

Marist University Guidance on Compliance with NSF Notification Requirements Regarding Findings of Sexual Harassment, Other Forms of Harassment, or Sexual Assault

This guidance document serves to inform Marist University constituents who seek grant awards for research, curriculum development, and other creative activities through the National Science Foundation of the organization's notification requirements provision for matters relating to discriminatory and harassing conduct. This notification requirement is meant to supplement, not supplant, any other active requirements set forth by the NSF to its grant awardees. This guidance document does not modify any of the University's policies and procedures for responding to and investigating claims of discriminatory and harassing conduct as set forth in its Discrimination and Harassment Policy and Procedures.

In 2018, in its commitment to fostering safe research and learning environments, the National Science Foundation instituted a term and condition entitled [Notification Requirements Regarding Findings of Sexual Harassment, Other Forms of Harassment, or Sexual Assault](#). Pursuant to this provision, Marist is required to provide notification to NSF (NSF Notification) whenever, an NSF funded Principal Investigator (PI) or co-PI:

- Is found Responsible for violating Marist University's Discrimination and Harassment Policy;
- Is placed on administrative leave or receives administrative action relating to:
 - a violation of Marist University's Discrimination and Harassment Policy; or
 - an investigation under Marist University's Discrimination and Harassment Policy.

The NSF Notification requirement applies only to new awards and any funding amendments made on or after the effective date of October 22, 2018.

The NSF Notification must be submitted by the Authorized Organizational Representative (AOR), using the [NSF's Organizational Notifications of Harassment Form](#), within ten business days from the date of the finding or the date that the PI or co-PI is placed on administrative leave or receives administrative action, whichever is later.

Marist University will follow the established policies and procedures set forth in its Discrimination and Harassment Policy when responding to and investigating claims of discriminatory and harassing conduct. When such a claim involves any NSF funded Principal Investigator (PI) or co-PI and Assistant Dean of Students, Title IX and Title VI

Discrimination and Harassment Policy and Procedures

Effective Date: August 1, 2026

Coordinator (in consultation with Associate Vice President for Academic Affairs, or other appropriate senior officer/designee) will provide the AOR with the necessary information to fulfill this notification requirement.

Marist is *not permitted* to unilaterally remove an NSF funded PI/co-PI from this role without prior NSF approval. Upon receipt of the NSF Notification, NSF's Office of Diversity and Inclusion (ODI) will verify that Marist has submitted it, review the information provided, and consult with the AOR or designee to determine what, if any, action is appropriate. If it is determined that substitution or removal of the PI/co-PI is necessary, Marist must follow those processes and procedures set forth in the NSF Proposal and Award Policies and Procedures Guide, Chapter VII.B.

For external inquiries or to file a complaint regarding the enforcement of Title IX among NSF awardees please feel free to contact:

The National Science Foundation's Office of Equity and Civil Rights (OECR)

(703) 292-8020

programcomplaints@nsf.gov

It is appropriate to contact NSF if you have a complaint or concern that involves an NSF operated program or an NSF grant recipient institution. You may also contact NSF if you have questions about your rights or NSF policies. Individuals who feel they have been discriminated against in programs, services, activities or persons that are funded by NSF on the basis of race, color, national origin, sex, disability or age may file a complaint with NSF. Individuals may also file a complaint with NSF if there is retaliation for filing a complaint or participating in a complaint investigation.¹