



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

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CMI POLICY NO. 348

TITLE IX

Status:

Effective Date: May 24, 2023

Approval Date: May 24, 2023

Steward: Board of Regents

Approval Authority: Board of Regents

Policy Statement

The College of the Marshall Islands is determined to provide a workplace and educational space, as well as activities, events, and programs free from the discrimination on the basis of sex. This policy applies under Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 *et seq.*, which is a Federal civil rights law.

Any form of sexual violence and sexual harassment is not tolerated within the CMI campuses, centers, sub-centers or any location where CMI programs are held and CMI Community. Members of the CMI community are expected to conduct themselves in a manner that does not violate the rights of others and to follow the laws and guidelines of Title IX enforced by the US Department of Education.

Reason for the Policy

The College of the Marshall Islands is committed to provide a safe learning space in which people are treated with dignity, respect, and have the right to have a sense of safety. Consistent with this commitment, the College will not tolerate any unlawful, discriminatory, harassment, and/or gender-based violence of any kind, as we are subjected to Title IX.

Definitions:

Behavioral Misconduct

<i>Term</i>	<i>Definition</i>
Consent	Getting permission for something to happen or agreement to do something. The agreement has to happen without any form of manipulation, deceit, and/or pressure.
Stalking	Repeated unwanted intrusions into the life of an individual, including but not limited to the following, surveilling, texting, and emailing.
Domestic Violence	Physical or sexual abuse or threat that includes physical, verbal, and emotional abuse within a marriage or domestic relationship
Gender Discrimination	Discrimination against a person on the basis of gender, gender expression, and gender stereotypes
Sexual Preference Discrimination	Discrimination against a person on the basis of sexual orientation, which includes but not limited to: lesbian, gay, bisexual, queer or questioning, and straight.
Sexual Misconduct	<u>CMI Sexual Assault Protocol: 101</u>

Other Definitions

<i>Term</i>	<i>Definition</i>
Complainant	A person who makes a formal complaint

Student Advocate	A member of the CMI Community who works with the troubled student
Finding	An information, fact or evidence that is discovered
Formal Complaint	A complaint made by the complainant initiating investigation by specifying facts and evidence for relief sought
Investigator	A person who carries out a formal inquiry or investigation
Parties	A person or entity who takes part in part or act
Remedies	A form of sanction or decision resulting decisions met
Respondent	The party or a person against whom the investigation is applied upon
Title IX Coordinator	A person responsible for implementing TITLE IX policies and procedures for the institution and to prevent sex discrimination or harm. Usually led by the Associate Dean of Equity and Engagement.
Title IX Administrators	This includes Dean of Student Success, Director of Counseling, and Director of Security. Including in cases covered under Title IX, the Student Disciplinary Panel.
Confidentiality	Any formal complaint provided must be kept private

Witnesses	A person who saw or heard the crime take place or has any important information
Title IX Task Force	A group of individuals who assists with the investigation and making the final decision of any disciplinary sanctions.

Cross References to Related Policies

[Student Discipline Policy](#)

Responsible Officer

Associate Dean of Equity and Engagement

Key Offices to Contact Regarding the Policy and its Implementation

Dean of Student Success, Director of Counseling, and Director of Security.

Links to Procedures or Forms

In cases in which an employee is the complainant, the procedures in 4.5 of the Human Resources Policy and Procedure Manual shall apply. In cases of a student complainant, the procedures below apply:

- [If you have experienced sexual harassment or discrimination procedure](#)
- [What Happens Next Procedure](#)
- [Filing a complaint form](#)
- Information for Involved Parties
 - [Complainants Rights and Information](#)
 - [Respondents Rights and Information](#)
- [CMI Sexual Assault Protocol: 101](#)

Date of Initial Policy

Recommended by the Enrollment Management Committee: February 16, 2023

Recommended by the Executive Council: April 5, 2023

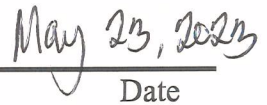
Approved by the Board of Regents:

Date(s) of Any Revisions

NA

Signature Line for the President


Dr. Irene J. Taafaki


Date