Policy 3.3.7, Policy 2.3.5, and Policy 5.3.4 are duplicate policies. Please see Policy 2.3.5 - Harassment, Discrimination, & Civil Rights Compliance.

REFERENCES

Statutory References	None
Regulatory References	None
Relevant Guidance	None
Policy Manual Cross-References	Duplicate: ● Policy 2.3.5 - Harassment, Discrimination, & Civil Rights Compliance ● Policy 5.3.4 - Harassment, Discrimination, & Civil Rights Compliance Referenced by: ● Policy 3.3.3 - Employee Code of Conduct ● Policy 3.3.8 - Operational & Employee Grievances ● Procedure 3.2.21.1 - Special Approved Leave Procedures

POLICY HISTORY

January 1, 2025	Adopted.
February 24, 2026	Grammatical changes regarding Title IX Advisors and minor technical changes to reflect reversion to 2020 Title IX Regulations regarding Title IX Investigators and Decision-Makers.
March 2, 2026	Renumbered to Policy 3.3.7 from Policy 3.3.7 / 5.3.4 due to streamlining of duplicate policies.
September 14, 2026	Harassment, discrimination, and civil rights compliance policies consolidated as Policy 2.3.5 - Harassment, Discrimination, & Civil Rights Compliance. Policy 3.3.7 turned into duplicate policy and now references Policy 2.3.5. Renamed to mirror Policy 2.3.5 name.