

Dear Students, Faculty, and Staff:

On April 19, 2024, the U.S. Department of Education released its Title IX Final Rule amending the existing regulations. The Final Rule specifies how recipients of federal financial assistance – including post-secondary institutions – must stop, prevent, and remedy sex discrimination and sex-based harassment in all education and employment activities. The new regulations will go into effect on **August 1, 2024**.

The Final Rule outlines requirements for addressing all forms of sex discrimination in a manner that allows the institution to align its Title IX Resolution process with best practices and our community values. And although a significant amount of our Title IX procedures will remain in place, you will see some new protections within the 2024 regulations:

- Expanded the definition of sexual harassment creating a broader scope for policy violations
- Eliminated the requirement for in-person cross examination during a live hearing process
- Expanded jurisdiction of policy violations including the abolishment of the 2020 Title IX limitation of jurisdiction “within the United States”
- Expanded mandated reporting obligations for employees
- Broadened protections for pregnancy and related conditions
- Strengthen Title IX protections for LGBTQIA+ members of our community

These changes should help to make the Title IX process more accessible, more transparent, and more user-friendly. Additionally, the new regulations require the institution to continually monitor and address any barriers to reporting that may exist, which will help us to make our resolution processes more accessible to the members of our campus community.

We remain committed to providing an education and employment environment free from sex discrimination and sex-based harassment and will continue to strive to create a community and a culture that is respectful and inclusive.

The full text of the Final Rule and its extensive Preamble are available [here](#).

A Brief Overview of Key Provisions of the Department of Education’s 2024 Title IX Final Rule can be found [here](#).

We look forward to working with the entire campus in our ongoing Title IX education and compliance efforts. If you have any questions concerning Title IX, please contact me.

Sincerely,
Christy Galatis

Director of Title IX
College Hall Rm 212
(978) 998 7746
cgalatis@endicott.edu

ATIXA Title IX Regulations Update Letter Template for K-12 Families

Dear **Recipient Families**:

Title IX is federal law that prohibits discrimination on the basis of sex in education programs and activities that receive federal funding, including **Recipient**. On April 19, 2024, the U.S. Department of Education released a new set of Title IX regulations that will become effective on **August 1, 2024**.

Over the next few months, **Recipient** will work to carefully review the new requirements and develop an implementation plan for addressing incidents of sex discrimination, including sex-based harassment, in our education programs and activities. All policy and procedural changes will be communicated **[in our parent/student handbooks, posted on websites, emailed, etc.]** once approved.

We remain committed to providing an education and employment environment free from sex discrimination and sex-based harassment and continue to strive to create a community and a culture that is respectful and inclusive.

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A Brief Overview of Key Provisions of the Department of Education's 2024 Title IX Final Rule can be found [here](#).

Contact the Title IX Coordinator [add link here]

Make a report [add link here]

[Signature]

[Name]

[Title]

ATIXA Title IX Regulations Update Letter Template for K-12 Education

Dear Recipient Employees:

On April 19, 2024, the U.S. Department of Education released its Title IX Final Rule amending the existing regulations. The Final Rule specifies how primary and secondary schools must stop, prevent, and remedy sex discrimination and sex-based harassment in all education and employment activities. The new regulations will go into effect on **August 1, 2024**.

The Final Rule outlines requirements for addressing all forms of sex discrimination in a manner that allows the School/District to align its Title IX Resolution process with [best practices and our community values]. A School/District-wide task force/working group/advisory board is working to carefully assess and analyze the Final Rule to develop an implementation plan to ensure compliance by the deadline.

The new regulations provide increased flexibility for designing a resolution process that better aligns with how the School/District resolves comparable allegations of student or employee misconduct while also requiring specific provisions to ensure due process.

Beginning in August, the School/District all employees will be required to receive annual training – in addition to what is already required for state mandatory reporting laws – that includes the scope of Title IX, prohibited behaviors, and employee reporting and information sharing responsibilities. All employees with Title IX resolution process roles will also be required to receive additional annual training specific to their responsibilities.

Additionally, the new regulations require the School/District to continually monitor and address any barriers to reporting that may exist.

We remain committed to providing an education and employment environment free from sex discrimination and sex-based harassment and continue to strive to create a community and a culture that is respectful and inclusive.

The full text of the Final Rule and its extensive Preamble are available [here](#).

A Brief Overview of Key Provisions of the Department of Education’s 2024 Title IX Final Rule can be found [here](#).

Contact the Title IX Coordinator [add link here].

Make a report [add link here].

[Signature]

[Name]

[Title]