

Trinity College Interim Sexual Harassment Policy - Effective August 14, 2020

Mathieu, Dickens <dickens.mathieu@trincoll.edu>

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To: Mathieu, Dickens <dickens.mathieu@trincoll.edu>



August 14, 2020

Dear Members of the Trinity Community,

On May 6, 2020, the Department of Education released its long-anticipated Title IX rules on sex discrimination. The rules impose significant new procedural requirements for sexual misconduct cases, while limiting the scope of the behaviors that constitute actionable “sexual harassment.” The new requirements require Trinity and most other colleges and universities to substantially modify existing sexual misconduct policies and procedures. Unfortunately, although the legal process that culminated in the new rules lasted nearly three years, the federal government imposed a deadline of August 14 as a non-negotiable effective date.

In light of this short time frame, for the past two and a half months, a working group comprising Trinity students, faculty, staff, and senior administration representatives has worked diligently to revise the college’s policy on sexual misconduct to ensure that it follows the new federal guidelines while continuing to reflect our own institutional values and principles.

Today we are sharing the [Interim Sexual Harassment Policy](#) with you and posting it publicly. We apologize that the speed with which we have been compelled to proceed left no time for community-wide feedback before the revised policy takes effect. We therefore presented this policy to the college administration for adoption as an **interim** policy, to be amended as appropriate in the months ahead. The working group will remain intact until

the policy is finalized, and we invite you to provide feedback and advice regarding the interim policy, as we work to finalize it. Our goal is to recommend a final version for approval by the end of the coming semester.

We will soon share with the community ways to provide feedback to the working group about the interim policy. We see this policy as a crucial piece of our commitment to create a just and equitable community, and we look forward to working with you all on this important policy during the coming semester.

Best wishes,

Jaymie Bianca, Class of 2021

Anita Davis, Vice President for Diversity, Equity, and Inclusion

Michelle Cabral, Assistant Vice President for Human Resources

Joseph DiChristina, Vice President for Student Success and Enrollment Management

Clare Donahoe, Class of 2022

Meredith Friedman, Residential Learning Fellow and TRINsition Fellow

Adrienne Fulco, Associate Professor of Legal and Policy Studies

Cheryl Greenberg, Paul E. Raether Distinguished Professor of History

Rita Kelley, Title IX Coordinator

Laura Lockwood, Director of WGRAC

Takunari Miyazaki, Dean for Faculty Development and Associate Professor of Computer Science

Jorge Lugo, Office Assistant for Campus Safety

Dickens Mathieu, General Counsel and Secretary of the College