



A RESOLUTION ON TITLE IX TRAINING FOR FACULTY (23/4)

WHEREAS, The university must comply with a wide range of laws, regulations, and policies that govern its various activities;

WHEREAS, the George Washington University complies with Title IX of the Education Amendments of 1972¹ (“Title IX”), which prohibits discrimination on the basis of sex in the university’s programs and activities; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act² (Clery Act), and the Violence Against Women Reauthorization Act³ (VAWA), which, with Title IX, governs policies related to the university’s response to sexual harassment, sexual assault, dating violence, domestic violence, and stalking; Title VII of the Civil Rights Act of 1964⁴ (“Title VII”), which prohibits discrimination on the basis of sex in employment; the District of Columbia Human Rights Act⁵; and other applicable law;

WHEREAS, The George Washington University is committed to maintaining a positive climate for study and work, in which individuals are judged solely on relevant factors, such as skill and performance, and can pursue their activities in an atmosphere that is free from discrimination, harassment, and violence;

WHEREAS, The George Washington University, after consultation with the Faculty Senate, adopted the Title IX Sexual Harassment and Related Conduct Policy (the “Title IX Policy”)⁶, to inform members of the university community about the university’s prohibition against sexual harassment and retaliation and also provides information about resources, reporting options, and prompt and equitable resolution options, and the Equal Opportunity, Nondiscrimination, Anti-Harassment and Non-Retaliation Policy (the “EEO Policy”)⁷, to inform members of the university community about the university’s commitment to maintaining a nondiscriminatory, harassment-free, diverse work and education environment and also provides information about resources and reporting options;

WHEREAS, Faculty are governed by the Title IX and the EEO Policies;

¹ [Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance](#)

² [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act](#)

³ [Violence Against Women Reauthorization Act](#)

⁴ [Title VII of the Civil Rights Act of 1964](#)

⁵ [District of Columbia Human Rights Act](#)

⁶ [Title IX Sexual Harassment and Related Conduct Policy](#)

⁷ [Equal Opportunity, Nondiscrimination, Anti-Harassment and Non-Retaliation Policy](#)

WHEREAS, Faculty are “Designated Reporters” and as such they are *required by the Title IX Policy to promptly report* any information they learn about suspected or alleged sexual harassment or potential violations of the Title IX Policy to the university’s Title IX Coordinator; and

WHEREAS, GW’s Office of Ethics, Compliance, and Risk has designed and offers online training sessions on matters defined by the Title IX Policy and the EEO Policy but this resource does not effectively address actions expected for the designated-reporter role faculty have under current policy and is otherwise inappropriate to academic settings, and communication to faculty about the existence of this resource has been ineffective to achieve high levels of participation;

NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That the Senate supports mandatory Title IX/EEO training for all faculty to facilitate and foster a positive climate for study and work across all campuses and to facilitate their obligation as reporters in cases of suspected or alleged sexual harassment or potential violations of the Title IX Policy to the university’s Title IX Coordinator;
2. That the Senate supports mandating faculty to refresh and update their Title IX/EEO training every time the Title IX Policy is revised; and
3. That the Senate recommends that such training contains best practices, is targeted and appropriate for an academic setting, and is limited in scope to matters directly related to Title IX, and that the Provost identify (a) effective means for faculty to participate in the Title IX/EEO training, (b) appropriate times to communicate with faculty about deadlines, and (c) adequate timelines for completing the training.

Professional Ethics & Academic Freedom Committee
December 1, 2022
Revised December 8, 2022