

Title IX and Sexual Misconduct Policy

This Title IX and Sexual Misconduct Policy sets federally mandated compliance and investigation procedures for remote training programs operating in Alabama, utilizing supportive measures, a preponderance of evidence standard, and equitable grievance steps.

Scope and Jurisdiction

- Applies to all participants, instructors, and staff in Alabama-based remote or online educational training programs under federal financial assistance.
- Covers digital interactions, virtual classrooms, learning management systems, and off-site or remote activities where the program exercises substantial control.

Supportive Measures

- The Title IX Coordinator provides immediate, non-disciplinary, and free individualized services to restore equal program access.
- Includes virtual adjustments such as changing remote class sections, altering digital deadlines, or issuing no-contact directives across communication platforms.

Reporting and Initial Assessment

- Reports can be filed electronically or directly with the program's designated Title IX Coordinator.
- An initial assessment evaluates the report to determine jurisdiction, implement supportive measures, and decide if a formal grievance investigation is warranted.

Investigation Procedures

- Written notice of the allegations is provided to both parties simultaneously, including a presumption of non-responsibility until a final determination is made.
- Investigators gather digital evidence, communication logs, and conduct objective remote or in-person interviews with parties and witnesses.
- Utilizes the **preponderance of the evidence** standard (more likely than not) to determine policy violations.

Resolution and Appeals

- Both parties receive an equal right to inspect and review evidence before a final written determination is issued.
- An independent appeal process is available to both the complainant and respondent on limited grounds such as procedural irregularity or new evidence.