

## Kenyon College Title IX and Violence Against Women Act (VAWA) Policy

Revisions Overview  
April 2015

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### Summary of major policy changes:

Previous Policy	New Policy
Separate policies for students, faculty and staff.	One policy and set of procedures apply to students, faculty and staff.
Does not comply with recent VAWA regulations.	Complies with current Title IX and VAWA guidance and regulations.
Hearing board model.	Investigator model.

### Overview of policy revisions and clarifications:

1. One policy and one set of procedures now apply to all College constituencies. This replaces separate policies for students, faculty and staff.
2. The policy now complies with Title IX and VAWA guidance and regulations.
3. An investigator model has replaced the hearing board model. The investigator model is more efficient and humane than the hearing board model. *All rights available in a hearing board model are available in this investigator model, and the policy explicitly guarantees rights to both the complainant and the respondent.* Note that according to Title IX guidance, complainants and respondents cannot directly question each other and cannot be required to be in the same room during a hearing; this is true in the current policy and the new policy.
4. The new policy allows both the complainant and respondent to receive a draft copy of the report's fact section used to determine responsibility. After receiving the fact section, the complainant and respondent will have five days to provide input (including additional information, witnesses and evidence) for consideration. In comparison, under the hearing board model, the respondent and complainant must generate new questions during the hearing process, and there is not a clear mechanism for adding witnesses and evidence during a hearing.
5. Language regarding prohibited relationships has been clarified and strengthened. The new policy specifically prohibits dating or sexual relationships between College employees (faculty and staff) and students, explicitly recognizes the special circumstances of spouses and domestic partners as students, and prohibits dating and sexual relationships in any situation in which power inequities exist.
6. Policy statements concerning the protection of minors, bystander intervention, and reporting to law enforcement are clarified in the new policy.
7. Overall, the new policy is more detailed and specific than previous policies, and it provides more thorough information for the entire Kenyon community.