



LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

TO: Dr. Monty Sullivan
LCTCS President

FROM: Dr. Emily Campbell
Chief Enrollment Management Officer

Dr. Amber Blair
Director of Student Engagement and Grant Initiatives

APPROVED

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SUBJECT: Policy on Harassment, Discrimination, and Equal Opportunity

DATE: August 6, 2020

FOR BOARD ACTION:

Recommendation: Staff recommends that the Board authorize the system president to provisionally enact a system policy on harassment, discrimination and equal opportunity employment in compliance with recent updates to US Department of Education Title IX sexual discrimination regulatory prohibitions. Furthermore, the president is authorized to take such action necessary regarding existing policies to implement the proposed policy prior to its final action by the board at the October meeting.

Background: Heretofore, Title IX legislation has been implemented through a series of "Dear Colleague" Letters and informal guidance. For the first time, the US Department of Education, Office for Civil Rights issued new Title IX regulations on May 6th, 2020. These regulations are effective and enforceable August 14, 2020 for all colleges and universities who received federal funds. These regulations amend part 106 of title 34 of the Code of Federal Regulations and have the force and effect of law, replacing any prior guidance that may have been issued on Title IX. They are prescriptive and focus heavily on due process. The new regulations are extensive, and System Office and college staff spent the summer of 2020 being trained on the new regulations so that a comprehensive and compliant policy could be developed. Consequently, the current two existing LCTCS policies on this matter may need to be changed and acted upon by the Board.

History of Prior Actions: LCTCS Policy #6.011 "Prohibition and Prevention of Discrimination, Harassment, and Retaliation" was originally adopted on 6/13/2001 and last revised on 2/8/2017. LCTCS Policy #2.015 "Campus Sexual Misconduct" was originally adopted on 9/9/2015 and has not since been revised.

Fiscal Impact: N/A

Benefits to the System: The implementation of an interim policy on harassment, discrimination, and equal opportunity will ensure that the System and colleges are in compliance with the new federal regulations.



Approved for Recommendation to the Board
Dr. Monty Sullivan

8-12-20

Date

Signature: 
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