

POLICY STATEMENT

Linfield University is committed to fostering an environment that is safe, secure, and free from sex discrimination and sexual harassment, sexual violence, dating and domestic violence, and stalking among all forms of sexual misconduct. Linfield takes prompt and appropriate action to address misconduct, end a hostile environment if one has been created, and prevent the recurrence of a hostile environment.

In fulfilling this policy and its procedures, the University shall seek to mitigate further harm experienced by a Reporting Party while balancing the need for appropriate procedural protections for a Responding Party. Should sexual misconduct or relationship violence be found to have occurred, the University will, to the extent it is able, identify and implement appropriate remedies and sanctions.

The University shall annually apprise its students, faculty, administrators, and staff of this policy, and inform them about the meaning, effects and consequences of sexual misconduct and relationship violence.

APPLICABLE FEDERAL LAW AND STATE LAW

This policy was written to comply with the requirements of all applicable Federal and State laws. To the extent that this policy is inconsistent with those laws, or the laws change before the policy has been updated, state and federal law supersedes this policy.

If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

SCOPE

This Policy applies to the entire Linfield community, including all students, staff, faculty, volunteers, trustees, contractors, and others participating in Linfield's programs or activities.

JURISDICTION

This Policy applies to sexual harassment and other sexual misconduct whether or not it meets the definitions and jurisdictional requirements of Title IX.

If the University has actual knowledge of potential Title IX Prohibited Conduct, as defined by these policies, that occur in an educational program and activity of the University against a person in the United States the Title IX hearing procedures shall be used.

In instances where prohibited conduct occurs outside the jurisdictional requirements of Title IX, the non-Title IX hearing requirements shall be used.

NOTICE OF NON-DISCRIMINATION

Linfield University does not discriminate on the basis of sex in education programs or activities it operates including admissions and employment.