

Important Title IX Update: New Federal Regulations and Their Impact on Elmhurst University

This is an important update regarding Elmhurst University's Title IX program and policy. On April 19, 2024, the U.S. Department of Education released its Title IX Final Rule (the "new regulations") amending the 2020 regulations. The new regulations specify how recipients of federal financial assistance – including higher education institutions such as Elmhurst University (the "University") – must stop, prevent, and remedy sex discrimination and sex-based harassment in all education and employment activities.

The new 2024 regulations went into effect in Illinois on August 1, 2024. In order to comply with the new legal requirements, Elmhurst University adopted a revised Non-Discrimination and Non-Harassment policy. Under the law at the time on August 1, 2024, Title IX incidents that took place before August 1, 2024 were covered by the prior 2020 policy. Incidents that took place on or after August 1, 2024 were subject to the new 2024 policy. This has changed due to a federal court ruling that applies to Elmhurst University.

Notably, on November 12, 2024, a federal court in Kansas issued a binding order compelling dozens of colleges and universities nationwide to return to using the 2020 regulations. Elmhurst University is on this list. This means that Elmhurst University must follow the court order and return to using the 2020 regulations moving forward. Any incidents that took place between August 1, 2024 and November 12, 2024 are subject to the new 2024 regulations. However, any Title IX incidents before or after that limited period are subject to the 2020 regulations.

Rest assured that the University's best practices for Title IX incidents and matters will continue, including:

- A Title IX resolution process that is equitable, transparent to the participants, and allows access to evidence prior to any final determination;
- A presumption that a Respondent is not responsible until the evidence proves otherwise;
- Reasonable and appropriate supportive measures for all parties;
- An investigation followed by a live online hearing, when appropriate, to determine if any alleged policy violations occurred;

- A team of well-trained Title IX team members (Coordinator, Investigators, Decision-Makers, and Appellate Officers) who are free from conflicts of interest or bias;
- A requirement that all employees must complete annual training on Title IX compliance; and
- Online annual training for students on Title IX, reporting options, and resources.

You may submit a report to the Title IX office [here](#). Thank you to everyone for helping to make Elmhurst University a safe place to live, study, and work. If you have any questions or concerns, please contact the Title IX Coordinator:

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