



**2024 Federal Title IX Policy
Governing Sex Discrimination
and Sex-Based Harassment**



standard include, but are not limited to, the following conduct, if determined to have occurred by the preponderance of the evidence, and if it occurred because of the

- Treating one person differently from another regarding decisions about requirements or conditions for aid, benefits, or services;

- Providing, or denying, aid, benefits, or services in a different manner;

- Subjecting any person to separate or different rules of behavior, sanctions, or other treatment;

- Applying any rule concerning the residence of a student or applicant, including eligibility for in-state fees and tuition;

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and written statements, bullying, physically humiliating or threatening/harmful conduct. This prohibited conduct may be verbal or non-verbal. Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

the
University

The type, frequency, and duration of the conduct;

the University

previous interactions, and other factors about a party that may be relevant to evaluating the effects of the conduct;

The location of the conduct and the context in which the conduct occurred; and

Other sex-based harassment in the University

3. *Sexual Assault (as defined in the Clery Act and further defined by the University):*

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Dating violence does not include acts covered under the definition of domestic violence.

5. *Domestic Violence (as defined by VAWA):*

Domestic Violence is defined as a felony or misdemeanor crime of violence committed:

By a current or former spouse or intimate partner of the harmed party;

By a person with whom the harmed party shares a child in common;

By a person who is cohabitating with, or has cohabitated with, the harmed party as a spouse or intimate partner;

By a person similarly situated to a spouse of the harmed party under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;

By any other person against an adult or youth harmed party, who is protected from that

crime of violence occurred.

A Crime of Violence

Instances of disclosures may occur through various communications that include, but are not limited to, conversation, emails, classroom assignments, social media, and public awareness events and

VII. Reporting Sex Discrimination and Sex-Based Harassment

Individual disclosure

There are multiple channels for reporting sex discrimination and sex-based harassment. An individual may choose to report to the University, to law enforcement, to both, or to neither. These reporting options are not exclusive. An individual may simultaneously pursue a criminal investigation and the University sex discrimination and sex-based harassment resolution process. The Title IX Coordinator will support all parties invol

Anonymous Reporting to the University

Anonymous reports of sex discrimination and sex-based harassment concerns can be submitted to the University through the University website by clicking on the link [Report a Concern](#), located at the bottom of every webpage. Please note, the University may be limited in its ability to respond to concerns reported anonymously, or reports without sufficient details. Reporting anonymously does not fulfil Employee Reporting Obligations.

Public Awareness Events

As stated above, employees are required to address disclosures (Option 1 or 2) involving **sex discrimination**. The Title IX Coordinator must respond to reports of conduct that could constitute **sex discrimination** wherever they occur.

The Title IX Coordinator is not obligated to respond directly to any identified Harmed Party in a report of **sex-based harassment** disclosed at a public awareness event that takes place on-campus or in a school-sponsored online platform unless there is an imminent and serious threat. The 2024 Federal Title IX Regulations requires the Title IX Coordinator to manage disclosure at a public awareness event differently.

In all cases, the University must use the information reported to create training that addresses alleged **sex-based harassment** in any of its education program or activity or at a specific location when information indicates there may be multiple incidents.

Reporting to Law Enforcement

Individuals have the right to notify or decline to notify law enforcement. Police have legal authority to criminally investigate reports of sexual assault, domestic abuse, and stalking, collect evidence, make arrests, and assist in seeking emergency protective measures. In keeping with its commitment to take all appropriate steps to address and to prevent sex-based harassment, the University encourages individuals to promptly report sex-based harassment to preserve potential evidence. The University will assist individuals in notifying law enforcement if they choose to do so.

To Contact Lincoln Police Department:

911 (for emergencies)

To make a non-emergency police report, call the non-emergency line or visit a team station Monday-Friday between 8:00 AM and 4:00 PM.

- LPD Non-Emergency Line: (402) 441-6000

Anonymous Reporting to Law Enforcement:

There are options to report a sexual assault or other crimes to law enforcement anonymously. These processes vary depending on the police department receiving the report. Please note,

X. Resolution

Under the 2024 Final Rule for Federal Title IX Regulations, the University has the responsibility to address sex discrimination and sex-based harassment utilizing formal and informal resolution procedures or potential dismissals. The resolution procedures are guided by the principle of fundamental fairness and respect for all parties, which requires notice, an equitable opportunity to be heard, and an equitable opportunity to respond to a complaint under this policy. All Title IX Personnel involved with the sex discrimination and sex-based harassment resolution processes,