**WAWU’S “WHAT IF” PROPOSAL RE TITLE IX**

**PRESENTED AS PART OF A PACKAGE**

**05/20/2024**

The Union reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

# ARTICLE 32 - TITLE IX

## Pursuant to Title IX of the Education Amendments Act of 1972, institutions of higher education are required to develop policies and procedures to prevent and respond to sexual violence, to train employees and students in their rights and responsibilities under Title IX, and to properly process, investigate, and adjudicate sexual misconduct allegations. The University’s policies and procedures incorporate specific requirements of the federal law and regulations governing processing of complaints, conducting investigations and adjudications, imposing disciplinary sanctions, and resolving appeals.

* 1. Following ratification of this agreement the University and the Union agree to discuss issues related to employer actions and appeal proceedings.