

Title IX Coordinator : Joy Crowley
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1. Non-Discrimination Commitment

- HEALTHCARE TRAINING INSTITUTE prohibits discrimination based on protected categories such as race, sex, gender identity, sexual orientation, pregnancy, disability, age, religion, and more.
 - Discrimination includes both direct unfavorable treatment and policies that disproportionately affect protected groups.
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2. Title IX Protections

- Title IX prohibits sex-based discrimination in admissions, employment, and educational programs.
 - This includes protections for pregnancy, sexual orientation, gender identity, and sex stereotypes.
 - HEALTHCARE TRAINING INSTITUTE must provide equal access and accommodations for pregnant and parenting students.
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3. Prohibited Conduct

The policy defines and prohibits:

- **Discrimination**
 - **Discriminatory Harassment**
 - **Sex-Based Harassment** (including quid pro quo and hostile environment)
 - **Sexual Assault, Dating Violence, Domestic Violence, Stalking**
 - **Sexual Coercion and Exploitation**
 - **Retaliation** against individuals involved in reporting or investigations.
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4. Reporting and Response Procedures

- Employees are required to report Title IX violations involving students.
- Reports can be made to the Title IX Coordinator or Deputy Coordinator.
- HEALTHCARE TRAINING INSTITUTE will respond to all reports, offer supportive measures, and may initiate investigations even without a formal complaint.

5. Resolution Options

There are three resolution pathways:

- **Support-Based Resolution:** No formal complaint needed; focuses on accommodations.
 - **Agreement-Based Resolution:** Requires a formal complaint; parties agree on outcomes without a finding of responsibility.
 - **Investigation & Decision-Making:** Formal process with evidence review, findings, and possible sanctions.
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6. Title IX Hearing Procedures

- For Title IX Prohibited Conduct, a live hearing is conducted.
 - Parties may have advisors, submit evidence, and question witnesses through their advisors.
 - A Hearing Officer determines responsibility and sanctions.
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7. Appeals

- Parties may appeal dismissals or determinations based on procedural error, new evidence, or bias/conflict of interest.
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8. Additional Provisions

- **Academic Freedom** is protected but must not infringe on others' rights.
- **Confidentiality** is respected, but not guaranteed in all cases.
- **Supportive Measures** are available to both complainants and respondents.
- **Sanctions** range from warnings to dismissal or termination depending on severity.