

P.176 Grievance Policy (11/15/2024, 4/15/2025)

Replace this policy in its entirety with the following, which is effective Spring quarter 2025:

Grievance Policy

Rasmussen University recognizes the rights of individuals affiliated with the University to receive due process under the policies and practices that govern the University, and thus, individuals may submit a complaint through the impartial procedures of grievance as defined in these policies.

For the purposes of these policies, the following terms are defined:

- **Complaint:** An expressed feeling of dissatisfaction held by an individual regarding an action taken by the University or by members of the University community.
- **Student Complainant:** A current, former, or prospective student who has or had a direct connection with the University.
- **Public Complainant:** A member of the community who has or had a direct connection with the University or an indirect connection through a student or Rasmussen University employee.

Not all complaints rise to the level of a grievance unless specific allegations warrant the need to use the following grievance procedures to resolve the complaint. Complaints that do not include the specific allegations that make the concern eligible to be processed under the following grievance procedure should be directly addressed with the individual and/or department that oversees the area of concern.

A grievance is a complaint that alleges the University failed to properly apply a Rasmussen University policy, procedure, and/or standard practice. Disagreement with the outcome of a properly applied University policy, procedure, and/or standard practice does not constitute a grievance.

No retaliatory action may be made by the University or any of its representatives against those who have a complaint or submit a grievance, participate in the resolution process, or are the subject of the matter. The University will investigate and attempt to resolve each grievance made under these policies and any associated allegations of retaliation.

In compliance with Minn. Stat. § 136A.65, subd. 4(13),

[<https://www.revisor.mn.gov/statutes/cite/136a.65>] no grievance initiated under this policy with an allegation(s) of school actions or conduct that would be covered under Minn. Stat. § 136A.672

[<https://www.revisor.mn.gov/statutes/cite/136A.672>] will be resolved with a nondisclosure agreement or other contract restricting a complainant's ability to disclose information.

Grievance Procedure

Failure to follow the grievance procedure, including missed deadlines or failure to meet the definition of a grievance, may result in the submitted grievance being denied for review.

1. Informal Resolution

The complainant is encouraged to first attempt to resolve the issue informally and directly with the individual or entity responsible for the concern, wherein safe and feasible.

2. Grievance Submission

If the issue is not resolved informally, the complainant may submit a grievance by completing the *Grievance Form* within ten (10) business days of the complaint or the conclusion of the informal resolution. The link to the grievance form can be found at

<https://guides.rasmussen.edu/disputeresolutionpolicies>

The following process will apply:

- 1) The Campus/Online Executive Director will review the submitted grievance form to determine whether the complaint constitutes a grievance as defined within this policy. The Campus/Online Executive Director will provide a response within three (3) business days, indicating whether the complaint is accepted for review as a grievance or dismissed because it does not meet the definition of a grievance as defined in this policy.

For submissions accepted as grievances, the Campus/Online Executive Director will have fifteen (15) business days from the date submitted to conduct a thorough review and render a written determination to the grievance.

3. Grievance Appeal

The complainant may only appeal the grievance determination of a Campus/Online Executive Director for the following reasons:

- New evidence is available that was not available at the time of the grievance was submitted, and the said evidence may affect the outcome of the grievance determination.
- The grievance determination was disproportionate to the findings.
- The Campus/Online Executive Director had a conflict of interest, bias, or retaliatory behavior that affected the outcome.

To appeal, the complainant must complete the *University Grievance Appeal Form* within ten (10) business days of receiving the determination. The link to the appeal form can be found at <https://guides.rasmussen.edu/disputeresolutionpolicies>. The University Grievance Officer will have thirty (30) business days from receipt of the appeal to either grant or deny the appeal, or to request additional information from the complainant. The decision of the University Grievance Officer is final.

A record of each grievance and grievance appeal determination, including its nature and disposition, shall be maintained for all programs by the University.

P. 176 Drug-Free School and Workplace (8/22/2024)

Replace the 4th paragraph with:

In compliance with the law, the University will make a good faith effort to maintain a drug-free university through implementation of the preceding policy and will establish and maintain a drug-free and alcohol awareness program. <https://guides.rasmussen.edu/DAAP>. Upon enrollment and on an annual basis, students will receive a copy of the Rasmussen University Drug-Free Schools and Workplace policy, list of applicable sanctions under federal, state, or local laws, description of health risks, list of drug and alcohol programs that are available, and list of imposed disciplinary sanctions for students.

P. 180 Places Where Preferred Name Will Appear (8/22/2024)

Replace the first bullet with:

- Rasmussen Classroom IT Support (IT Support System)

P. 183 Student and Online User Conduct Policy (8/22/2024, 4/15/2025)

Replace the last bullet in this section with:

- Using social media accounts to report phishing, spam, or criminal activity. Suspicious emails and other activity should be reported to Classroom IT Support by contacting ClassroomSupport@rasmussen.edu or 833-606-1909 for assistance.

P. 183 Title IX Policy (2/27/2025, 5/15/2025)

Replace the Title IX and Policy Against Sexual Misconduct section in its entirety with the following:

Title IX Policy**Notice of Non-Discrimination**

Rasmussen University is committed to providing an educational and working environment free from discrimination based on sex, in compliance with Title IX of the Education Amendments of 1972. Rasmussen prohibits sexual harassment, sexual violence, and gender-based discrimination including pregnancy or related conditions in any of its educational programs or activities. This policy applies to all students, faculty, staff, and third parties within the Rasmussen community.

Overview

This policy outlines Rasmussen's commitment to preventing and addressing sex discrimination and sexual misconduct under Title IX. It provides information about reporting procedures, available support, and grievance procedures to ensure a fair and transparent resolution of reported Title IX incidents.

Definitions

- **Complainant:** A student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations; or a person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations and who was participating or attempting to participate in Rasmussen's education program or activity at the time of the alleged sex discrimination.
- **Consent:** "Consent" has no definition in federal law and is defined differently across states and local jurisdictions. For purposes of alleged sexual misconduct filed under this policy, Rasmussen follows and applies the definition of consent of the state or jurisdiction of the campus on which the alleged incident occurred (for online programs, the relevant state is Minnesota). If the state or jurisdiction does not define consent in its laws, Rasmussen will apply the Illinois definition as stated below. The definition of consent for each state in which Rasmussen has a residential campus is reproduced here:
 - **Florida:** "Consent means intelligent, knowing, and voluntary consent and does not include coerced submission. 'Consent' shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender." (Fla. Stat. § 794.011(1)(a))
 - **Illinois:** The definition of consent, "at a minimum, recognizes that (i) consent is a freely given agreement to sexual activity, (ii) a person's lack of verbal or physical resistance or submission resulting from the use or threat of force does not constitute consent, (iii) a person's manner of dress does not constitute consent, (iv) a person's consent to past sexual activity does not constitute consent to future sexual activity, (v) a person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another, (vi) a person can withdraw consent at any time, and (vii) a person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:
 - (a) The person is incapacitated due to the use or influence of alcohol or drugs;
 - (b) The person is asleep or unconscious;
 - (c) The person is under age; or
 - (d) The person is incapacitated due to a mental disability. (110 Ill. Comp. Stat. § 155/10(1))
 - **Kansas:** Kansas Statutes do not define "consent" as of February 2025.
 - **Minnesota:**
 - "(a) 'Consent' means words or overt actions by a person indicating a freely given present agreement to perform a particular sexual act with the actor. Consent does not mean the existence of a prior or current social relationship between the actor and the Complainant or that the Complainant failed to resist a particular sexual act.
 - (b) A person who is mentally incapacitated or physically helpless as defined by this section cannot consent to a sexual act.
 - (c) Corroboration of the victim's testimony is not required to show lack of consent."
 - "Physically helpless" means that a person is "(a) asleep or not conscious, (b) unable to withhold consent or to withdraw consent because of a physical condition, or (c) unable to communicate nonconsent and the condition is known or reasonably should have been known to the actor." (Minn. Stat. § 609.341, subd. 4 and 9)
 - **North Dakota:** The North Dakota Century Code does not define "consent" as of February 2025.

- **Wisconsin:** “Consent . . . means words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. . . . The following persons are presumed incapable of consent, but the presumption may be rebutted by competent evidence . . .
 - (a) A person suffering from a mental illness or defect, which impairs capacity to appraise personal conduct.
 - (b) A person who is unconscious or for any other reason is physically unable to communicate unwillingness to an act.” (Wis. Stat. § 940.225(4))
- Verbal statements or non-verbal actions which a reasonable person would understand to mean a voluntary agreement to engage in sexual activity. Someone who is incapacitated cannot consent. Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person. Consent can be withdrawn at any time. Coercion, force, or threat of either invalidates consent.
- **Dating Violence** - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship.
- **Disciplinary Sanctions** - Consequences imposed on a Respondent following a determination under Title IX that the Respondent violated Rasmussen’s prohibition on sex discrimination.
- **Domestic Violence** - A felony or misdemeanor crime committed by a person who: (a) Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of Rasmussen, or a person similarly situated to a spouse of the victim; (b) Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; (c) Shares a child in common with the victim; or (d) Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.
- **Grievance**– A written request to Rasmussen that objectively can be understood as a request for Rasmussen to investigate and make a determination about alleged discrimination under Title IX or its regulations.
- **Online Reporting System** - Rasmussen provides an Online Reporting System to receive reported incidents under this policy. This reporting system allows for anonymous submissions and is available on the Rasmussen website at: <http://www.rasmussen.edu/student-life/title-ix/>.
- **Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment under Title IX.
- **Retaliation:** Any adverse action taken against an individual for reporting misconduct or participating in a Title IX investigation.
- **Sex-based Harassment** - Sex-based harassment is a form of sex discrimination and means Sexual Harassment and other harassment on the basis of sex, including on the bases of sex stereotypes, sex characteristics, and pregnancy or related conditions, that satisfies one or more of the following:
 - *Quid pro quo harassment.* An employee, agent, or other person authorized by Rasmussen to provide an aid, benefit, or service under Rasmussen’s education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person’s participation in unwelcome sexual conduct;
 - *Hostile environment harassment.* Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person’s ability to participate in or benefit from Rasmussen’s education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the

following: (i) The degree to which the conduct affected the Complainant's ability to access Rasmussen's education program or activity; (ii) The type, frequency, and duration of the conduct; (iii) The parties' ages, roles within Rasmussen's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct; (iv) The location of the conduct and the context in which the conduct occurred; and (v) Other sex-based harassment in the recipient's education program or activity;

- *Specific offenses.* "Sexual assault", "dating violence", "domestic violence", or "stalking" as defined herein.
- **Sexual Harassment:** Unwelcome conduct based on sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity.
- **Sexual Misconduct:** Unwelcomed conduct that includes sexual harassment, nonconsensual distribution of sexual images, sexual extortion, nonconsensual dissemination of a deepfake depicting intimate parts or sexual acts, sex trafficking, VAWA crimes of sexual assault, intimate partner violence, domestic violence, and stalking.
- **Stalking** - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for the person's safety or the safety of others, or (b) suffer substantial emotional distress. As used in this definition, "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property; "substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling; and "reasonable person" means a person under similar circumstances and with similar identities to the victim. Rasmussen considers stalking to include "cyberstalking," which is stalking conducted with technology such as computers or mobile devices, often occurring on or delivered through the Internet, e-mail, or text messages.
- **Standard of Evidence** - Preponderance of the evidence standard will be used for Title IX proceedings and is applied equally to both students and employees. The burden of proof is met when it is more likely than not that the alleged misconduct occurred.
- **Unwelcome Conduct** - Conduct is unwelcome if an individual did not request or invite it and regarded the conduct as undesirable or offensive. Acquiescence in the conduct or the failure to complain does not always mean that the conduct was welcome.
- **Victim/Survivor** - These terms are used together throughout this policy to respect individuals who may identify as a victim, survivor, or both. A victim/survivor is comparable to a Complainant for purposes of this policy.

Reporting Policies and Protocols

Reports of Title IX incidents can be made to the Title IX Coordinator (titleix@rasmussen.edu) or anonymously via the online reporting system (<http://www.rasmussen.edu/studentlife/title-ix/>). Individuals may also report incidents to local law enforcement. Rasmussen encourages individuals to report incidents promptly. Anonymous reporting is permitted, and an inquiry will be initiated to the extent possible based on the information provided.

Assistance Following an Alleged Title IX Offense

Rasmussen may offer supportive measures to the Complainant and Respondent, as necessary, during any criminal or Rasmussen-led investigation into a Title IX incident report and before the final determination of any Rasmussen-led investigation. To the extent Rasmussen does not routinely offer services that may constitute appropriate supportive measures, Rasmussen shall make a good faith effort to enter into memoranda of understanding with support services agencies as may be necessary to meet Rasmussen's Title IX obligations. All such memoranda and activities thereunder shall comply with the requirements

under the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g) and its implementing regulations (34 C.F.R. Pt. 99), as each may be amended from time to time.

Any Complainant of a Title IX incident should be aware of the options to seek treatment for injuries, preventative treatment for sexually transmitted diseases/infections, and other services. Complainants are encouraged to discuss with health care providers, Rasmussen officials, and first responders the option of seeking medical treatment and are encouraged to preserve evidence, which may be necessary to prove a crime has occurred, or to obtain a protective order. A list of medical facilities near each campus at which a Complainant can obtain a medical forensic examination can be found at:

<https://www.rasmussen.edu/student-life/title-ix/>.

A Complainant of an alleged Title IX incident may report such incident to law enforcement agencies or Rasmussen employees, including the Title IX Coordinator. Complainants may, at their choosing, (a) directly notify law enforcement authorities, (b) be assisted by Rasmussen in notifying law enforcement authorities, or (c) decline to notify such authorities. Complainants also may be able to obtain protective, no contact, restraining, or similar lawful orders issued by an appropriate court.

A Complainant or Respondent may contact directly, or request assistance from Rasmussen personnel to access fair and respectful healthcare, mental health, counseling, and advocacy services that are available in the Complainant's or Respondent's area. A list of services can be found at:

<https://www.rasmussen.edu/student-life/title-ix/>.

Rasmussen shall notify the Complainant and the Respondent of their respective options to avoid contact with the other party and change, as appropriate, academic, professional, and extracurricular activities as well as their respective working situation. Rasmussen shall ensure that the Complainant and the Respondent are aware of (a) their respective Title IX rights, (b) available support services and resources, and (c) the right to report an alleged crime to local law enforcement. A non-exhaustive list of available assistance options is found at <https://www.rasmussen.edu/student-experience/title-ix/#navigation-university-authorities>.

State-specific Information. For Complainants located in Illinois, Rasmussen will make available confidential advisors to provide emergency and ongoing support to survivors of sexual violence. For Complainants located in Minnesota, if the Complainant subsequently chooses to transfer to another postsecondary institution after reporting a sexual assault to Rasmussen, the Complainant may, upon request, receive information from Rasmussen about resources for victims/survivors of sexual assault at the institution to which the victim/survivor is transferring; and, consistent with laws governing access to student records, a student who reported an incident of sexual assault will be provided access to the student's description of the incident as it was reported to Rasmussen, including if that student transfers to another postsecondary institution.

Supportive Measures

Individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to: (1) Restore or preserve that party's access to Rasmussen's education program or activity, including measures that are designed to protect the safety of the parties or Rasmussen's educational environment; or (2) Provide support during Rasmussen's grievance procedures or during the informal resolution process. Supportive measures will be offered to both the Complainant and Respondent before a formal grievance is filed and throughout the grievance process. Supportive measures may include making available confidential advisors to provide emergency and ongoing support to survivors of sexual violence; extensions of deadlines or other course-related adjustments; modifications of work or class schedules; campus escort services; increased security and monitoring of certain areas of the campus; restrictions on contact applied to one or more parties; leaves of absence; changes in class or work locations, regardless of whether there is or is not a comparable alternative; and training and education programs related to sex-based harassment. Rasmussen must maintain as confidential any supportive measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of Rasmussen to provide

supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Victims'/Survivors' Rights and Options

Victims/survivors have the following rights and options under this Policy:

1. If sexual assault is alleged, the victim/survivor is strongly encouraged to preserve physical evidence of the sexual assault. No attempt should be made to bathe, change clothes, or otherwise clean prior to examination by a medical practitioner to make determinations regarding sexual assault. The preservation of physical evidence is very important for any criminal or civil action that the victim/survivor may choose to pursue against the Respondent and will also be useful in the grievance process. A medical forensic examination shall be completed at no cost to the victim/survivor and may be conducted at any medical facility. A list of medical facilities near each campus can be found at: <https://www.rasmussen.edu/student-life/title-ix/>.
2. A victim/survivor is strongly encouraged to create a detailed written summary of the incident while the memory is still clear.
3. A victim/survivor has a right to privacy, which includes the decision whether to report or not report an alleged incident to Rasmussen, law enforcement, both, or neither. At the request of the victim/survivor, Rasmussen employees will promptly assist the victim/survivor in making a report.
 - a. Even if the victim/survivor declines to report an alleged incident to Rasmussen, the Title IX Coordinator may initiate an inquiry if the alleged conduct presents an imminent and serious threat to someone's health or safety or prevents Rasmussen from ensuring equal access based on sex to its education program or activity.
4. Rasmussen personnel must treat a victim/survivor with dignity and shall not suggest to a victim/survivor that the victim/survivor is at fault for the crimes or violations that occurred, or that the victim/survivor should have acted in a different manner to avoid such a crime.
5. A victim/survivor may contact directly, or may request assistance from Rasmussen personnel to access fair and respectful healthcare, mental health, counseling, and advocacy services that are available in the victim's/survivor's area. A list of services can be found at: <https://www.rasmussen.edu/student-life/title-ix/>.
6. Confidentiality and privacy will be maintained within the scope of the grievance process and among Rasmussen personnel, to the extent allowed under law, but cannot be guaranteed in every circumstance.
 - a. Confidentiality and privacy are best protected when reports are made through the Online Reporting System or to the Title IX Coordinator. Incidents reported to Rasmussen employees will be escalated, but confidentiality and privacy may be lessened due to the circumstances of the reporting.
 - b. Rasmussen shall not disclose the identity of the victim/survivor or the Respondent, except as necessary to resolve the reported incident or to implement supportive measures and accommodations or when provided by State or federal law.
 - c. A party to the alleged conduct may share information with their advocate, or other support person who is not a fact witness.
 - d. The Respondent has due process rights, which include the right to be informed of the allegations and their source.
 - e. In some circumstances, Rasmussen may need to warn the campus community or alert law enforcement of a continued threat of harm to others.
7. The victim/survivor of an alleged sexual assault may decide when to repeat a description of the alleged sexual assault incident.
8. Notice shall be provided to the victim/survivor of the outcome of any inquiry or investigation concerning a report consistent with laws relating to data practices.
9. At the direction of law enforcement authorities, Rasmussen shall assist in obtaining, securing, and maintaining evidence in connection with a sexual assault incident.
10. Rasmussen shall assist the victim/survivor in preserving, in instances of alleged sexual assault, materials relevant to the grievance process, or any disciplinary proceeding.

11. Supportive measures:
 - a. A victim/survivor may request the Title IX Coordinator or a Rasmussen employee to implement supportive measures as are reasonably available to shield or otherwise mitigate the potential for future unwanted interactions between the victim/survivor and the Respondent during and after the grievance process and resolution.
 - b. Rasmussen shall act promptly to institute interim protective measures, which may include:
 - i. Changes to classroom, academic, and working situations, as they are available and feasible;
 - ii. Obtaining and enforcing campus no contact orders; and
 - iii. Cooperating with law enforcement authorities and honoring an order of protection or no contact order entered by a State civil or criminal court.
 - c. Rasmussen prohibits the implementation of any conditions or contingencies to receiving financial aid or supportive measures unless the victim/survivor signs a nondisclosure agreement.
12. Retaliation is forbidden against victims/survivors, good-faith reporters, and certain other persons as outlined in the Rasmussen Title IX Policy.
13. A victim/survivor may have a support person of their choice, who is not a fact witness, accompany them to any meeting or proceeding related to an alleged violation of this policy.
 - a. The support person must comply with all rules and Rasmussen policies regarding their role.
 - b. Involvement of a support person shall not be permitted if it results in undue delay of the meeting or proceeding.
 - c. The support person may not participate or contribute to a meeting or proceeding unless invited to participate or contribute by the Rasmussen employee leading the meeting or proceeding.
 - d. The support person may not engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or an individual resolving the alleged incident.
 - e. Rasmussen may prohibit a support person from being involved in meetings or procedures for violations of this policy.
14. The victim/survivor is entitled to simultaneous, written notification of the outcome of the investigation, including information regarding appeal rights, within seven (7) days of a decision or sooner if required by state or federal law.
15. A victim/survivor who subsequently chooses to transfer to another postsecondary institution may request that Rasmussen provide them with information about resources for victims/survivors at the institution to which the victim/survivor is transferring.
16. Consistent with laws governing access to student records, a victim/survivor will be provided access to their description of the incident as it was reported to Rasmussen, including if the victim/survivor transfers to another institution.

Investigation Procedures and Protocols

Rasmussen shall process all reports to determine whether the conduct involved a Rasmussen education program or activity, or the provision of aid, benefits, or services to Rasmussen students. Rasmussen also refers to this process as an "Inquiry." Upon initiating an investigation, Rasmussen shall notify all individuals who are believed to have documentary, electronic, or tangible evidence to preserve such evidence. Rasmussen may, in its sole discretion, conduct remotely any Title IX investigation, in whole or in part, using electronic and other remote means.

Rasmussen shall coordinate its Title IX investigation with any other ongoing Rasmussen or criminal investigation of the incident. If the fact-finding portion of Rasmussen's investigation is suspended due to the existence of a criminal investigation, it shall resume promptly once law enforcement officials have completed their evidence-gathering and have authorized Rasmussen to proceed with its investigation. At the direction of law enforcement authorities, Rasmussen may assist with obtaining, securing, and maintaining evidence in connection with a sexual assault incident.

Dismissal of an Allegation/Grievance

Rasmussen may dismiss a Title IX allegation of misconduct or grievance, if at any time during an inquiry or investigation:

- The alleged conduct does not meet the Title IX definition of sexual harassment;
- Rasmussen is unable to identify the Respondent after taking reasonable steps to do so;
- The Respondent is no longer participating in Rasmussen's education program or activity or is not employed by Rasmussen;
- The alleged conduct did not occur within Rasmussen's educational program or activity or outside of the United States;
- A complainant notifies the Title IX Coordinator in writing of their decision to withdraw the formal grievance. However, withdrawing the formal grievance does not necessarily mean that the complainant is retracting their allegations. The Title IX Coordinator will assess whether the alleged conduct presents an ongoing risk to the campus community and may determine that the grievance process should proceed despite the withdrawal. Factors such as the severity of the allegations, potential threats to others, and the institution's obligations under Title IX will be considered in making this determination; or
- Rasmussen determines, after reasonable efforts to clarify the allegation in the report, that the conduct alleged in the report, even if proven, would not constitute sex-based harassment.

Where Rasmussen has determined to dismiss a Title IX allegation/grievance, it will promptly notify the Complainant, provide the basis for the dismissal, and notify the Complainant that a dismissal may be appealed (as described below). If the dismissal occurs after the Respondent has been notified of the allegations, then Rasmussen will notify the Respondent of the dismissal and the basis for the dismissal promptly following notification to the Complainant, or simultaneously if notification is in writing. Upon dismissal, Rasmussen will offer supportive measures to the parties as appropriate.

Informal Resolution Process

After a formal grievance is filed, an informal resolution process may be offered. With mutual agreement from both parties, Rasmussen may facilitate an informal resolution process, except in cases involving sexual violence. The Title IX Coordinator may informally discuss possible remedies and sanctions with the Complainant and the Respondent separately to ascertain if a satisfactory informal resolution can be reached, only after the parties receive a full disclosure of the allegations and options for formal resolution. Rasmussen shall refrain from asking a Complainant to resolve problems directly with the Respondent. During the informal resolution process supportive measures may be made available.

Rasmussen may facilitate an informal resolution process that does not involve a full investigation and adjudication after providing written notice to the parties that discloses: the allegations; the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming grievance procedures arising from the same allegations (provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the allegations); and any consequences resulting from participating in the informal resolution process, including notice that an informal resolution agreement is binding on only the parties, and the records that will be maintained or could be shared.

Parties must provide voluntary, written consent to participate in the informal resolution process and at any time may end the informal resolution process and begin the formal investigative process. If an informal resolution can be reached, the remedies and sanctions to which the parties agree shall be imposed. If a resolution cannot be reached, the Title IX Coordinator shall proceed with the investigation process.

Rasmussen will not offer or facilitate an informal resolution process to resolve allegations that an employee engaged in sex-based harassment against a student. Rasmussen also may decline to offer or facilitate an informal resolution process where Rasmussen determines that the alleged conduct would present a future risk of harm to others.

The trauma-informed facilitator for the informal resolution process will not be the same person as the Investigator or the Decisionmaker, will not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent; and will receive appropriate training.

Formal Title IX Grievance

Conduct that constitutes or may be construed as a Title IX violation is strictly prohibited. Any incident that meets the criteria of a Title IX Offense and for which the Complainant elects to file a formal grievance will be addressed through the Title IX Grievance Procedures, ensuring a prompt, fair, and impartial process in compliance with federal and state regulations. The formal grievance process will include a live hearing with cross-examination.

Prohibition Against Retaliation

Title IX prohibits retaliation, including peer retaliation, against an individual because the individual participated or refused to participate, in any manner, in Rasmussen's investigation. Rasmussen shall take steps to prevent retaliation and shall promptly investigate any alleged retaliation, including threats, intimidation, coercion, or discrimination. Rasmussen shall take appropriate steps to address any alleged retaliation.

Amnesty for Good Faith Reporters

To encourage reporting, Rasmussen may grant amnesty from disciplinary action for other policy violations, such as alcohol or drug use, disclosed in connection with a good faith report of sexual misconduct.

Prevention, Education, and Training

Rasmussen shall provide prevention and awareness educational programs to new and existing students and employees, including without limitation those employees who change positions in a manner altering their duties under Title IX. Training on this Policy and Rasmussen's Title IX obligations will be provided to students and employees. The training will include but is not limited to primary prevention and risk reduction strategies, consent education, and bystander intervention.

Back Cover of Catalog (1/2/2025, 2/27/2025)

Add the following Orlando address after the Ocala, Florida location:

Ocala Satellite Location
8541 Southpark Circle
Orlando FL 32819
689-610-7401