

# Student Sexual/Gender-Based Misconduct Policy

The University prohibits discrimination or harassment based on characteristics protected by applicable law, including gender, gender identity, gender expression, pregnancy or pregnancy-related conditions and sex (collectively, “Protected Characteristics”).

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## I. Who Does this Policy Apply to?

This policy sets forth behavioral expectations for all current Colgate University students. This policy and the associated procedures apply to situations where students are the Complainant or the Respondent; as such, they may apply to conduct by a student against an employee, or by an employee against a student. This policy and its associated procedures apply in other circumstances (including without limitation conduct between employees) where the University determines that Title IX requires their application. This policy applies to conduct that occurs on Colgate’s campus or property and in any Colgate programs and sponsored activities. This policy applies to off-campus conduct under certain circumstances. For example, certain aspects of the policy apply when students travel off campus as part of a University activity or team. Conduct that occurs off campus and not in connection with Colgate programs or activities may violate certain aspects of this policy if the conduct creates a threatening or hostile environment on campus or within a Colgate program or activity, or if the incident causes concern for the safety or security of Colgate’s campus or otherwise has a reasonable nexus to the University or its interests.

A Complaint against an Affiliated Individual or a non-community member for violation of the Colgate University Sexual/Gender-Based Misconduct Policy will be handled and addressed as the Title IX Coordinator deems appropriate to ensure that responsive action is taken.

## II. Who Provides Oversight of This Policy?

The person responsible for the implementation of this policy is:

### **Title IX Coordinator**

The Office of Equity and Diversity  
102 Lathrop Hall  
Colgate University  
13 Oak Drive  
Hamilton, NY 13346  
315-228-6161

Inquiries may be made to:

### **Vice President for Equity and Inclusion**

The Office of Equity and Diversity  
102 Lathrop Hall  
Colgate University  
13 Oak Drive  
Hamilton, NY 13346  
315-228-6161

Inquiries and complaints against the University may be made externally to:

### **Office for Civil Rights (OCR)**

U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-1100  
Customer Service Hotline #: 800-421-3481  
Facsimile #: 202-453-6012  
TDD#: 877-521-2172  
E-mail: [ocr@ed.gov](mailto:ocr@ed.gov)  
Web: <http://www.ed.gov/ocr>

## III. What Conduct is Prohibited? (Definitions)

**The following describes conduct prohibited by this policy (referred to in this policy and its associated procedures as “Prohibited Conduct”):**

This policy applies to alleged conduct violative of Title IX of the Education Amendments of 1972 (“Title IX Violations”), and also applies to a broader range of contexts and behaviors inconsistent with the University’s commitment to equal opportunity and, in some cases, the University’s obligations under other applicable laws such as New York Education Law Article 129-B (i.e., “University Standards Violations”).

The designation of Prohibited Conduct or allegations as either “Title IX Violations” or “University Standards Violations” is not a function of the seriousness of the alleged conduct but rather a function of the scope and coverage of Title IX versus the University’s broader obligations under New York Education Law Article 129-B and its discretion to prohibit and discipline a larger scope of inappropriate behavior.

## **A. Title IX Violations**

Title IX of the Education Amendments of 1972 provides: “No person in the United States shall, on the basis of sex, be excluded from participation, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

In accordance with Title IX as interpreted by the United States Department of Education, the University recognizes the following as conduct violations within the meaning of Title IX, provided that the context and circumstances of the conduct fall within the scope of Title IX. Among other things, this means that the Complainant was in the United States at the time of the alleged conduct, that the Complainant is participating in or seeking to participate in the University’s education program or activity at the time of the Complaint, and that the conduct is alleged to have occurred in the context of the University’s education program or activity:

### **1) Sexual Harassment**

“Sexual harassment”, as a Title IX Violation, is conduct on the basis of sex, gender or sexual orientation, that satisfies one or more of the following:

An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct (commonly referred to as a “quid pro quo”); or

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity (commonly referred to as a sexually or gender-based “hostile environment”).

Unwelcome conduct on the basis of sex, gender, sexual orientation, or gender identity or expression, that does not rise to the level or occur in the context described above may be addressed as a University Standards Violation, provided that it meets the definition of sexual harassment as a University Standards Violation.

## 2) Sexual Assault

Consistent with federal law, Colgate defines sexual assault as a sexual act directed against another person, without consent of the other person, including instances where the other person is incapable of giving consent. Sexual assault consists of any of the following specific acts:

Non-Consensual Sexual Intercourse. Sexual assault of this type includes the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the other person.

Non-Consensual Sexual Contact. This form of sexual assault includes any intentional touching of the clothed or unclothed body parts of another person, directly or with an object, without consent of the other person, for the purpose of sexual degradation, sexual gratification, or sexual humiliation; or the forced touching by another person of the actor's clothed or unclothed body parts without consent of other person, for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

Incest. Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape. Non-forcible sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in New York State is 17.

## 3) Dating Violence

Dating violence refers to violence (including but not limited to sexual or physical abuse or the threat of such abuse) 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 a consideration of the following factors:

- (i) the length of the relationship;
- (ii) the type of relationship; and
- (iii) the frequency of interaction between the persons involved in the relationship.

Dating violence can include behavior such as coercion, isolation or other forms of emotional, verbal or economic abuse if it reflects a threat of sexual or physical abuse as described above. Dating violence does not include acts covered under the definition of domestic violence.

## 4) Domestic Violence

Domestic violence refers to a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a

person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction where the University is located, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have a relationship as described above.

## 5) Stalking

Stalking is engaging in a course of conduct directed at a specific person on the basis of sex that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition,

a "course of conduct" means two or more acts, including, but not limited to, acts in which the individual 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;

"Reasonable Person" means a reasonable person under similar circumstances and with similar identities to the Complainant; and

"substantial emotional distress" means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Examples of behavior that may constitute stalking include repeated, intentional following, observing or lying in wait for another; using "spyware" or other electronic means to gain impermissible access to a person's private information; repeated, unwanted, intrusive, or frightening communications by phone, mail, email, text, social media messaging, etc.; making direct or indirect threats to harm an individual or the individual's relatives, friends, or pets; or damaging or threatening to damage the property of the targeted individual. Stalking that does not occur on the basis of sex may be addressed as a University Standards Violation.

## **B. University Standards Violations**

The University prohibits the following behavior under circumstances in which a University interest is implicated (such as an impact on individuals as members of the University community). For the purpose of University Standards Violations, the below conduct is prohibited even if the conduct occurs off-campus, outside the United States, if the Complainant is not participating or seeking to participate in the University's education program or activity, or otherwise in circumstances over which the University does not have influence or control, including but not limited to during University academic breaks.

# 1) Discrimination

The term “discrimination” refers to an act that disadvantages a person and that occurs because of the affected individual’s Protected Characteristics. Examples of discrimination include but are not limited to excluding a student from membership in an organization, denying a student a professional opportunity, or giving a student a lower grade than deserved because of the student’s Protected Characteristic.

# 2) Sexual Harassment

“Sexual harassment” is unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual’s sex or gender, sexual orientation, or gender identity or expression, when the conduct is so severe or pervasive that it has the effect of unreasonably interfering with an individual’s work, academic, or extracurricular performance, even if the reporting individual is not the intended target of the sexual harassment.

Harassing conduct can occur in various forms, including:

Verbal – Conduct such as unwelcome sexually suggestive, demeaning, or graphic comments; unwelcome verbal sexual advances; using slurs to refer to a person; bullying, yelling or name-calling; refusing to use a person’s preferred pronouns or name; or jokes or comments that demean a person on the basis of sex or gender, sexual orientation, gender identity or gender expression.

Physical – Conduct such as unwanted sexual contact or physical sexual advances (e.g., unwanted touching, pinching, patting, kissing, hugging, grabbing, brushing against another person’s body or poking another person’s body); sexual intimidation through physical threats; or physical threats toward or intimidation of another on the basis of sex or gender, sexual orientation, gender identity or gender expression.

Visual – Conduct such as exposing another person to unwanted pornographic images; creating or displaying pictures, symbols, flags, cartoons, or graffiti that is/are sexually offensive or disparage(s) another person or group based on sex or gender, sexual orientation, gender identity or gender expression.

Communication-based – Conduct such as phone calls, e-mails, text messages, chats, blogs or online communications that offend, demean, or intimidate another on the basis of sex or gender, sexual orientation, gender identity or gender expression. Members of the community are expected to be good digital citizens and to refrain from online misconduct, such as feeding anonymous gossip sites, sharing inappropriate content via social media, unwelcome sexual or sex-based messaging, distributing or threatening to distribute revenge pornography, breaches of privacy, or otherwise using the ease of transmission and/or anonymity of the Internet or other technology to harm another member of, or group within, the University community.

Sex stereotyping – Conduct in which another person’s or group’s conduct or personality traits are treated as inappropriate simply because they may not conform to other people’s ideas or perceptions

about how individuals of a particular sex should act or look.

These various forms constitute Prohibited Conduct when they rise to the standard of sexual harassment set forth above.

A determination as to whether sexual harassment occurred depends on the totality of the circumstances, including the context of a communication or incident, the relationship of the individuals involved in the communication or incident, whether an incident was an isolated incident or part of a broader pattern or course of offensive conduct, the seriousness or severity of the incident, the intent of the individual who engaged in the allegedly offensive conduct, and its effect or impact on the individual or group and the learning community.

A “hostile environment” is a type of harassment, and occurs when offensive conduct or behavior interferes with an individual’s ability to participate in the University’s programs or activities when judged against a Reasonable Person standard. However, Colgate encourages individuals experiencing or witnessing offensive behavior to make a report as early as possible so as to have the situation corrected before it reaches the level of a policy violation. Individuals with a concern need not worry about whether the behavior is sufficiently serious to constitute a hostile environment.

The fact that a person was personally offended by a statement or incident does not alone constitute a violation of this policy. The determination as to whether this policy has been violated takes into account the totality of the circumstances as described above. In all instances, a key factor is whether the complained-of behavior occurred based on sex or gender, sexual orientation, gender identity or gender expression or was sexual in nature. If it did not, the behavior is not regulated by this policy. However, even if the conduct is not sexual in nature or based upon on sex or gender, sexual orientation, gender identity or gender expression and/or does not otherwise constitute Prohibited Conduct under this policy, the University may respond by providing individual and community support and resources to those who have been impacted. In addition, such conduct that is not sexual in nature or based on sex or gender, sexual orientation, gender identity or gender expression may constitute a violation of the University’s Code of Student Conduct and, if so, will be addressed pursuant to the System of University Standards and Student Conduct.

Colgate also prohibits “quid pro quo” sexual harassment, which means “this for that” harassment. It is a violation of this policy for any person to condition any benefit on submission to sexual activity.

### 3) Sexual Assault

“Sexual assault” includes any sexual act directed against another person without the consent of the other person, including instances where the victim is incapable of giving affirmative consent, but that does not constitute sexual assault as a Title IX Violation as defined above because of the nature of the behavior or

the context in which it occurs (for example because the Complainant was not in the United States at the time of the alleged conduct, because the Complainant was not participating in or seeking to participate in the University's education program or activity at the time of the Complaint, or because the conduct did not occur in the context of the University's education program or activity). Sexual assault consists of the following specific acts:

Non-Consensual Sexual Intercourse – Sexual assault of this type includes the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, forcibly or without the affirmative consent of the other person or where the other person is incapable of consent due to mental or physical incapacity.

Non-Consensual Sexual Contact. This form of sexual assault includes any intentional touching of the clothed or unclothed body parts of another person, directly or with an object, without consent of the other person, for the purpose of sexual degradation, sexual gratification, or sexual humiliation; or the forced touching by another person of the actor's clothed or unclothed body parts without consent of other person, for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

Incest – Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape – Non-forcible sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in New York State is 17.

## 4) Sexual Exploitation

Taking non-consensual or abusive sexual advantage of another for one's own benefit or for the benefit of anyone other than the person being exploited, even if the conduct does not otherwise constitute another offense under this policy (such conduct may constitute sexual exploitation, another violation under this policy, or both). Examples of Sexual Exploitation include:

Sexual voyeurism (such as observing or allowing others to observe (an)other person(s) undressing or using the bathroom or engaging in sexual acts, or in any other sexually related activity, when there is a reasonable expectation of privacy during the activity, without the consent of the person(s) being observed);

Taking, using or disseminating pictures, video, or audio recording of (an)other person(s) undressing or using the bathroom or engaging in sexual acts, or in any other sexually related activity, when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity, or exceeding the boundaries of consent (such as disseminating sexual pictures without the photographed person's consent or beyond the parameters of consent), including the making or posting of revenge pornography;

Exposing one's genitals in non-consensual circumstances or non-consensual disrobing of another person so as to expose the other person's private body parts;

Prostituting another person;

Engaging in sexual activity with another person while knowingly infected with a sexually transmitted disease (STD) or infection (STI), without informing the other person of the STD or STI;

Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity;

Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections;

Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity;

Knowingly soliciting a minor for sexual activity.

## 5) Dating Violence

Dating violence refers to violence (including but not limited to sexual or physical abuse or the threat of such abuse) committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, but that does not constitute dating violence as a Title IX Violation as defined above because of the nature of the behavior or the context in which it occurs (for example because the Complainant was not in the United States at the time of the alleged conduct, because the Complainant was not participating in or seeking to participate in the University's education program or activity at the time of the Complaint, or because the conduct did not occur in the context of the University's education program or activity). The existence of such a relationship shall be determined based on a consideration of the following factors:

- (i) the length of the relationship;
- (ii) the type of relationship; and
- (iii) the frequency of interaction between the persons involved in the relationship.

Dating violence can include behavior such as coercion, isolation or other forms of emotional, verbal or economic abuse. Dating violence does not include acts covered under the definition of domestic violence.

## 6) Domestic Violence

Domestic violence refers to a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction where the University is located, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the act of violence occurs, that does not constitute domestic violence as a Title IX Violation as defined above because of the nature of the behavior or the context in which it occurs (for example because the

Complainant was not in the United States at the time of the alleged conduct, because the Complainant was not participating in or seeking to participate in the University's education program or activity at the time of the Complaint, or because the conduct did not occur in the context of the University's education program or activity). To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have a relationship as described above.

## 7) Stalking

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress, but that does not constitute stalking as a Title IX Violation as defined above because of the nature of the behavior or the context in which it occurs (for example because the Complainant was not in the United States at the time of the alleged conduct, because the Complainant was not participating in or seeking to participate in the University's education program or activity at the time of the Complaint, or because the conduct did not occur in the context of the University's education program or activity). For the purposes of this definition:

a "course of conduct" means two or more acts, including, but not limited to, acts in which the individual 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;

"Reasonable Person" means a reasonable person under similar circumstances and with similar identities to the Complainant; and

"substantial emotional distress" means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Stalking behavior may include but is not limited to repeated, intentional following, observing or lying in wait for another; using "spyware" or other electronic means to gain impermissible access to a person's private information; repeated, unwanted, intrusive, or frightening communications by phone, mail, email, text, social media messaging, etc.; making direct or indirect threats to harm an individual or the individual's relatives, friends, or pets; or damaging or threatening to damage the property of the targeted individual.

## 8) Retaliation

Retaliation is an adverse act perpetrated to "get back" at a person because the person reported misconduct, filed a Complaint, or participated or refused to participate as a complainant, respondent or witness in an investigation or proceeding conducted in response to reported violation of this policy by the University or by an external agency. Retaliation also includes an adverse act against someone for the purpose of

interfering with any right or privilege under this policy or applicable law. Retaliation can take many forms, including, but not limited to, adverse action or violence, threats or intimidation that would discourage a reasonable person (under similar circumstances and with similar identities to the targeted individual or group) from engaging in protected activity. A person who acts in good faith is protected from retaliation. The fact that a statement is not determined to be proven or established following investigation and adjudication does not mean that the statement lacked good faith; a person may provide inaccurate information believing it is accurate, which is still good faith. If a person makes a statement knowing that it is false, the person has acted without good faith.

## **IV. What is Consent?**

Sexual activity or contact must be based on mutual and affirmative consent to the specific activity or contact. Our policy requires affirmative consent. Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression. Whenever the word "consent" is used in this policy, it should be understood to mean affirmative consent as defined here.

Since individuals may experience the same interaction in different ways, it is the responsibility of each party to take reasonable steps to ensure that the other has consented before engaging in the activity. A person cannot consent if that individual is incapacitated. Incapacitation is defined as a state where someone lacks the ability to knowingly choose to participate in a specific activity. Incapacity may be caused by the lack of consciousness, sleep, involuntary restraint, or other factors that prevent voluntary choice. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs or other intoxicants may be incapacitated and therefore unable to consent. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy. "Should know" is an objective, Reasonable Person standard which assumes that a Reasonable Person is both sober and exercising sound judgment. Consent is required regardless of whether the initiator is under the influence of alcohol or other drugs. It is not an excuse that the person initiating the sexual activity was intoxicated or incapacitated due to alcohol or other drugs and, therefore, did not realize the incapacity of the other.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. Further, past consent to engage in sexual activity with any person cannot be presumed to be consent to sexual activity in the future with the same or a different person.

The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced. A person can withdraw consent at any time during sexual activity by expressing in words or actions that they no longer

want the act to continue. When consent is withdrawn or can no longer be given, the other person must stop immediately.

Consent cannot be given as a result of coercion, intimidation, force, or threat of harm. Coercion is a threat, undue pressure, or intimidation to engage in sexual activity. Coercion is more than an effort to persuade, seduce, entice, or attract another person to engage in sexual activity. A person's words or conduct are sufficient to constitute coercion if they deprive another individual of the ability to freely choose whether or not to engage in sexual activity.

Acts of sex-based harassment, sexual assault, dating violence, domestic violence and stalking can occur regardless of the sex, gender, sexual orientation and/or gender identity of those involved.

## **V. Who is Required to Report Prohibited Conduct to the Title IX Coordinator?**

All members of Colgate's community are expected to promote an environment free from sexual and/or gender-based misconduct. Colgate encourages any individual to report incidents of Prohibited Conduct to obtain support and information and to enable Colgate to respond appropriately. Individuals can report concerns about Prohibited Conduct to the Title IX Coordinator.

There are certain employees who must report incidents of Prohibited Conduct to the Title IX Coordinator. These Mandated Reporters include members of the Prohibited Conduct Response Group and the Discrimination and Harassment Team and employees in the Offices of Human Resources, Campus Safety, Emergency Management, Administrative Advising, Student Conduct, and Residential Life. The Vice President and Dean of the College and Dean of Students are also Mandated Reporters.

### **A. Reporting Requirement of Faculty and Staff**

Any faculty or staff member, unless their status as a Confidential Employee precludes this disclosure, who learns of an incident of Prohibited Conduct as defined in this policy is encouraged to report this information to the Title IX Coordinator.

Supervisors (even if not Mandated Reporters) must report any complaints or suspected acts of Prohibited Conduct by or affecting employees (even if they do not involve direct reports). The Title IX Coordinator is responsible for providing direction to employees and supervisors about any University-required supportive measures, such as, but not limited to, addressing issues directly with staff, faculty, or students whom they supervise, facilitating informal resolution or mediation of issues, providing information on avenues to address questions of Prohibited Conduct, or pursuing Complaints under the complaint procedures described here. Failure to report Prohibited Conduct in accordance with this section may be considered a violation of University policy.

Even Colgate offices and employees who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible. The information you provide to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek a resolution.

## **B. Public Awareness/Advocacy Events**

If a member of the Colgate community discloses actions believed to constitute Prohibited Conduct through a public awareness event such as a candlelight vigil or a protest, Colgate is not obligated to begin an investigation. Colgate may, however, use the information to inform the need for additional education and prevention efforts.

## **VI. What if I Need Accommodations or Adjustments for my Disability in this Policy and Related Procedures?**

General disability accommodation or adjustment requests are handled separately from this policy. The Executive Director of Student Disability Services is responsible for coordinating efforts to comply with these disability laws, including evaluation of student accommodation requests for academic and housing adjustments. Procedures for requesting these types of accommodations or adjustments are described in the Student Handbook.

Student requests for accommodations or adjustments while engaging in the processes contemplated by the Student Sexual/Gender-Based Misconduct Policy and/or Procedures should be directed to the Title IX Coordinator. The Title IX Coordinator may consult with the Office of Disability Services in the determination of a disability accommodation or adjustment request.

Complaints regarding disability-related discrimination or harassment should be directed to the Title VI Coordinator.

## **VII. What if I Need Modification for My Pregnancy or Related Condition?**

The Title IX Coordinator is responsible for coordinating efforts to comply with laws governing pregnancy or related conditions. Student requests for modification should be directed to the Title IX Coordinator. For more details, please see the Pregnancy and/or Related Conditions Policy.

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