



TITLE VI PROCEDURES FOR REVIEW AND RESOLUTION

Effective October 2025

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I. PURPOSE

Davidson College fosters a positive community environment in which all employees and students enjoy an academic and work environment free from illegal discrimination or harassment.

These procedures have been developed consistent with Title VI of the Civil Rights Act of 1964 which prohibits discrimination based on race, color, or national origin, including shared ancestry or ethnic characteristics or citizenship or residency in a country with a dominant religion or distinct religious identity. The procedures set forth the college's non-disciplinary responses to Title VI reports, including addressing any patterns or systemic problems revealed by such reports, and providing resources to reporting parties. Reports of discriminatory or harassing conduct that may lead to disciplinary action are addressed in the *college's Non-Discrimination & Non-Harassment Policy* and the *Student Code of Responsibility*. The college adopts these procedures as part of its efforts to stop discriminatory conduct, prevent its recurrence on both an individual and institutional level, and remedy the effects of discrimination, on both an individual and institutional level.

Nothing in these procedures is intended to infringe upon a student's rights to expression as outlined in Article XII of the [College Constitution](#), or upon a faculty member's rights to academic freedom as outlined in Article X of the College Constitution.

II. SCOPE

The Title VI Coordinator is responsible for overseeing the college's response to Title VI Reports and identifying and addressing any patterns or systemic problems revealed by such Reports. Title VI prohibits discrimination in the college's Education Program or Activity based on race, color, or national origin and extends to students who experience discrimination, including harassment, based on their actual or perceived: (i) shared ancestry or ethnic characteristics; or (ii) citizenship or residency in a country with a dominant religion or distinct religious identity.

III. COORDINATION WITH OTHER COLLEGE POLICIES

Harassment based on sex is primarily governed by the [Student Title IX Policy, Procedures, & Information](#) and the [Employee Title IX Policy, Procedures, & Information](#).

Discrimination and Harassment based on race, color, national or ethnic origin (including shared ancestry or ethnic characteristics; or citizenship or residency in a country with a dominant religion or distinct religious identity), ethnicity, religion, age, sex (which includes pregnancy and related medical conditions), gender, gender identity, sexual orientation, disability, genetic information, veteran status, military status, or any other status protected by applicable federal, state, or local law in which a student or employee files a complaint that may result in disciplinary action is governed by the *college's Non-Discrimination & Non-Harassment Policy*, for employees, and by the *Code of Responsibility*, for students.

Other types of misconduct involving employees are addressed in the [Disciplinary Action Policy](#) in the Employee Guide. For further information on the college's expectations regarding students, see the Davidson College Code of Responsibility and Code of Disciplinary Procedures ([Student Handbook \(PDF\)](#)).

IV. DEFINITIONS

For purposes of these procedures, the terms below have the following meanings:

A. Definitions of Prohibited Conduct

Title VI Misconduct

Alleged Title VI Discrimination or Title VI Harassment that occurs in connection with a college Education Program or Activity.

Title VI Discrimination

Treating members of a particular race, color, or national origin differently because of their actual or perceived membership in that category or as having a policy or practice that adversely impacts the members of one race, color or national origin more than others.

Title VI Harassment

Unwelcome conduct based on an individual's race, color, or national origin 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 a college Education Program or Activity.

Education Program or Activity

All campus operations, including off-campus settings that are operated or overseen by the college, including, for example, field trips, online classes, and athletic programs;

conduct subject to the college's disciplinary authority that occurs off-campus; conduct that takes place via college-sponsored electronic devices, computer and internet networks and digital platforms operated by, or used in the operations of, the college. Conduct that occurs outside of the education program or activity may contribute to a hostile environment within the program or activity.

B. Other Definitions

Color

The shade, tone, or complexion associated with a person's skin.

National Origin

A person's ancestry or birthplace and the associated culture, language, or other physical characteristics. Under Title VI the protection for National Origin extends to individuals who experience discrimination, including harassment, based on their actual or perceived: (i) shared ancestry or ethnic characteristics; or (ii) citizenship or residency in a country with a dominant religion or distinct religious identity.

Preponderance of the Evidence

The standard of review for determining if a Title VI misconduct occurred. Under this evidence review standard, the evidence needs to show that the facts are more likely to be true than not before making a determination.

Race

Categories for different ethnicities based on physical or cultural characteristics such as skin color, hair texture or styles, and certain facial features.

Report

Documented information shared with the Title VI Coordinator about alleged discrimination or harassment based on race, color, or national origin. Reports may be sent directly to the Title VI Coordinator or referred by another department.

Reporting Party(s)

Person who has been the recipient of alleged discriminatory or harassing actions based on a Protected Status.

Responding Party(s)

Person whose conduct is alleged to fall within the scope of Title VI discrimination or harassment.

Retaliation

Any act or attempt to seek retribution from any person or group who participates in a protected activity. Protected activities include making a complaint, cooperating with an investigation, participating in a college accountability or resolution process, as well as, requesting supportive measures. Any individual or group of individuals can engage in retaliation.

Supportive Measures

Adjustments made to an individual's academics, extracurriculars, on campus employment or housing to ensure safety, support during a complaint resolution process, or preservation of the individual's access to the college's Education Program or Activity based on an individualized assessment to determine appropriate measures.

V. REPORTING

A. Where To Report

Reports of Title VI Misconduct can be made directly to the Title VI Coordinator via the Incident Reporting Form. The Title VI Coordinator is available to advise all parties about the courses of action available at the college to address alleged Title VI misconduct. Davidson College's Title IX Coordinator is:

Chloe Poston, Title VI Coordinator, VP for Diversity, Equity, and Inclusion

(704) 894-2435, chposton@davidson.edu

B. Reports from Other Sources

The Title VI Coordinator will review relevant reports or complaints received by Student Life, Human Resources, and other campus community members to determine if the alleged conduct falls within Title VI Misconduct.

C. Confidentiality

The college will respect confidentiality requests to the extent doing so will not impede its responsibility to respond appropriately under the law. Some allegations of Title VI Misconduct may require the college to act on information it has received even if the person providing the information requests to remain anonymous.

Davidson College will make every effort to handle complaints and investigations with sensitivity to both the rights of the person who complains and the rights of the accused, and will endeavor to maintain confidentiality throughout the investigatory process to the extent practicable and appropriate under the circumstances. However, in order to conduct an effective investigation, Davidson College may need to discuss the allegations with the subject of the complaint, potential witnesses, or campus partners on a need-to-know basis.

Reports made to the Title VI Coordinator are maintained in confidential files and all individuals receiving information about a report will be informed of the prohibition against retaliation.

VI. REPORT INTAKE

A. Intake Meeting

Upon receipt of a report, The Title VI Coordinator will request a voluntary meeting with the Reporting Party to gather additional information about the alleged conduct. If the Reporting Party agrees to meet, the Title VI Coordinator will gather further information about the alleged incident including but not limited to location, involved individuals, impact of the incident on the individual and campus environment, and the nature of the alleged policy violation.

B. Preliminary Review

The Title VI Coordinator will conduct a preliminary review to determine if the Report is alleged Title VI Misconduct. The Title VI Coordinator will provide information to the Reporting Party in writing, including: whether the alleged conduct falls within the scope of these Title VI procedures; information about supportive measures and an explanation of resolution options available under these procedures to address any alleged Title VI misconduct; referrals for any alleged conduct that falls outside the scope of these Title VI procedures; and information about resources and services available. The Title VI Coordinator does not make any determinations of whether the alleged conduct violates the college's *Non-Discrimination and Non-Harassment Policy*.

Where there is no identified Reporting Party such as instances where a complaint was written anonymously or offensive materials were posted in a classroom and it is not clear if anyone viewed the material before it was removed, the Title VI Coordinator will engage

in best efforts to gather information and determine if there were any directly affected individuals.

C. Supportive Measures

Upon receipt of a Title VI Misconduct report, the Title VI Coordinator may determine that supportive measures are necessary to ensure a safe and nondiscriminatory environment for a Reporting or Responding Party. Supportive measures are voluntary and non-disciplinary and may include changes made to an individual's academics, extracurriculars, housing, and on-campus employment . Supportive measures may be modified or discontinued at any time at the request of the Reporting or Responding Party.

VII. RESOLUTION PROCEDURES

A. Hostile Environment Assessment

Upon receipt of a Report, the Title VI Coordinator will conduct a Hostile Environment Assessment. The Title VI Coordinator will review and consider all information gathered during Report Intake and may do additional factfinding, which could include interviewing the Respondent, if appropriate based on the totality of the circumstances.

The Title VI Coordinator will engage in an objective evaluation of all relevant information gathered to assess, using a preponderance of the evidence standard, whether a hostile environment has been created in an Education Program or Activity.

B. Steps to Address Title VI Misconduct

The college will take appropriate action to address a Report regardless of whether the Title VI Coordinator determines that a hostile environment was created. Actions taken in response to a Report will align with the rights and responsibilities outlined in the College Constitution regarding freedom of expression and academic freedom.

The Title VI Coordinator will work with the Reporting Party and appropriate campus stakeholders to determine appropriate remedial measures designed to eliminate the Title VI misconduct, prevent its recurrence, and address its effects. In determining the appropriate remedial measures, the Title VI Coordinator will consider the following factors:

- Requests of Reporting Party(s);
- Impact on campus environment;

- Elimination of Title VI Misconduct;
- Addressing harm experienced by Reporting Party;
- Determining if there other affected individuals;
- Prevention of Reoccurrence;
- Campus Education;
- Safety;
- Freedom of Expression and Academic Freedom protections as outlined in the College Constitution.

Based on an individualized assessment of the Report, the Title VI Coordinator will determine the most appropriate remedial measures for addressing the alleged Title VI Misconduct. Below is a list of non-exhaustive examples of possible remedial measures that the college may implement based on the facts of the particular situations.

- Preventative education associated with the alleged Title VI Misconduct;
- A facilitated dialogue between the Reporting Party and the Responding Party;
- Send a campus communication expressing the college's opposition to conduct that is inconsistent with the college's Statement of Purpose and its commitment to a non-discriminatory environment;;
- An Educational Discussion with the Responding Party;
- Conduct a climate survey;
- Provision of supportive measures to the Reporting Party(s);
- Host a campus community conversation;
- Refer Reporting Party(s) to appropriate campus and community resources.

VIII. COMMITMENT TO FREEDOM OF EXPRESSION AND ACADEMIC FREEDOM

Teaching, performing research, and learning are subject to the protections of "academic freedom" as described in the [College Constitution](#). Actions or words used in the context of the academic curriculum and teaching environments that serve legitimate and reasonable educational purposes, and are not so severe, pervasive or persistent so as

to create a hostile environment will likely be protected by the principles underlying academic freedom. Further, the college will not infringe upon a student's rights to freedom of expression, association, and assembly as described in the College Constitution. However, academic freedom or freedom of expression, association or assembly are not a legitimate defense in the case of bona fide discrimination or harassment.

IX. PROTECTION AGAINST RETALIATION

Retaliation against any individual who, in good faith, makes a Report or participates or assists in an investigation under these procedures is expressly prohibited. Retaliation is itself a separate violation of college policy and should be reported in the same manner as a complaint of discrimination or harassment.

Any attempt to coerce, intimidate, or retaliate against anyone who, in good faith, complains of a violation of these procedures or who in good faith participates in an investigation under these procedures will not be tolerated. If Davidson College determines that retaliation has occurred, the college will take appropriate corrective and/or disciplinary action.

X. FALSE ACCUSATION AND INFORMATION

Davidson College recognizes that false accusations under these procedures and the providing of false information in an investigation can have a serious effect on the parties. Thus, although the college encourages the reporting of unwelcome conduct perceived to be a violation of these procedures, if the college determines that a person has provided materially false information in making a Report or as part of an investigation under these procedures, the college will take appropriate corrective and/or disciplinary action.