



HOLMES UNIVERSITY FLORIDA

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PD88 – Title IX Sex Discrimination and Nondiscrimination Policy

Policy Code	PD88
Policy Title	Title IX Sex Discrimination and Nondiscrimination Policy
Domain	A – Academic, Admissions and Student Support
Internal Ref	A.88
Jurisdiction	Florida, United States – Holmes University Florida (HUF)
Version	1.0
Policy Owner	Director of Risk and Compliance, Holmes University Florida
Approved By	Holmes University Florida Board of Directors

1. Related Policies

- PD36 – Sexual Violence Policy (Florida)
- PD34 – Diversity and Equity Policy (Florida)
- PD6 – Appeals and Complaints Procedures (Florida)
- PD81 – Disability Services and Reasonable Accommodation Policy (Florida)

2. Purpose and Scope

- 2.1** Holmes University Florida (HUF) prohibits discrimination and harassment on the basis of sex and other protected characteristics in its education programs, activities and employment. This policy is administered consistent with the principles of Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act, Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, and applicable Florida law. Title IX applies to recipients of federal financial assistance; HUF adopts these nondiscrimination commitments as institutional policy regardless of funding status and, if and when HUF receives federal financial assistance, applies Title IX in full.

3. Title IX / Nondiscrimination Coordinator

- 3.1** HUF designates a Coordinator responsible for oversight of this policy, including receiving reports of sex discrimination and harassment, coordinating supportive measures, overseeing the grievance process, and monitoring for patterns or systemic issues. The Coordinator's name, office, email and telephone number are published to students and staff.

4. Prohibited Conduct and Reporting

- 4.1** Prohibited conduct includes sex discrimination, sexual harassment (including sexual violence, which is addressed in detail in the Sexual Violence Policy, PD36), and retaliation against any person who reports or participates in a proceeding. Any person may report to the Coordinator; HUF offers supportive measures to affected parties and handles reports sensitively and, so far as possible, confidentially.

5. Grievance Process

- 5.1** Reports are addressed through a prompt, fair and impartial grievance process: notice to the parties, investigation by trained personnel, an objective evaluation of the evidence by a decision-maker who is not the investigator, a presumption that the respondent is not responsible until a determination is made, an equal opportunity for both parties to present their case, a written determination, and the right of appeal. Sexual-violence matters follow the process in PD36; other complaints may also be pursued under the Appeals and Complaints Procedures (PD6). HUF prohibits retaliation throughout.

Document Control

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