



CHANCELLOR SONNY PERDUE
270 WASHINGTON STREET, S.W.
ATLANTA, GEORGIA 30334

PHONE: (404) 962-3000
FAX: (404) 962-3013
EMAIL: CHANCELLOR@USG.EDU

**BOARD OF REGENTS OF
THE UNIVERSITY SYSTEM OF GEORGIA**

November 14, 2024

Presidents
University System of Georgia
sent via email

Dear Presidents:

The Board of Regents (BOR) of the University System of Georgia (USG) met on November 12, 2024, in Atlanta, Georgia. During this meeting, the following BOR policies were added / revised:

Institutional Governance

Board Policy 2.6.3 Personnel Policies

Board Policy 2.7 Organization Structure and Changes

Academic Affairs

Board Policy 3.3.4 United States and Georgia History and Constitutions

Board Policy 3.1 General Policy on Academic Affairs

Board Policy 3.3.5.2 General Education Course Transfer

Board Policy 3.3.6 Academic Credit Earned Through Extra-Institutional and Prior Learning

Student Affairs

➤ **Board Policy 4.2.3.5 Equal Opportunity in Admissions (New)**

➤ **Board Policy 4.5.8 Funding of Intercollegiate Athletic Programs**

➤ **Board Policy 4.6.5.2 Process for Investigating and Resolving Disputed Reports**

Campus Affairs

➤ **Board Policy 6.4 Political Interference**

➤ **Board Policy 6.5.2 Institutional Freedom of Expression Policies**

➤ **Board Policy 6.6 Non-Discrimination and Anti-Harassment**

➤ **Board Policy 6.7 Sexual Misconduct Policy**

➤ **Board Policy 6.7.2(A) Institutional Reports**

Personnel

➤ **Board Policy 8.2.1 Equal Employment Opportunity**

➤ **Board Policy 8.2.5 Employee Orientation**

➤ **Board Policy 8.3.5.1 Evaluation of Personnel, Faculty**

➤ **Board Policy 8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement or Affiliation and Avoidance of the Appearance Thereof**

Many of the policies listed above were revised by the Board related to the following categories:

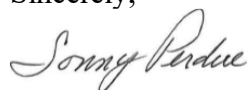
- A. Equal Opportunity and Merit**
- B. Institutional and Employee Political Activity**
- C. Mandatory Civics Instruction for Students**
- D. U.S. Department of Education Recognized Accreditation Agencies**
- E. Hiring of Senior Administrators**

The attached Exhibit A provides background information on these policy revisions, the effective date of the policy revisions, and also shows the language added / removed from the policy sections. Questions regarding these policy revisions should be directed to the appropriate division leader at the University System Office.

Additional information, related to the revision of *Board Policy 4.5.8 Funding of Intercollegiate Athletic Programs*, is provided in Exhibit B. Questions regarding this policy revision should be directed to Sabrina Thompson, Director of Accreditation and Athletics Support. Ms. Thompson may be reached at sabrina.thompson@usg.edu.

Additional information related to *Board Policy 4.6.5.2 Process for Instigating and Resolving Reports*, *Board Policy 6.7 Sexual Misconduct Policy*, and *Board Policy 6.7.2(A) Institutional Reports*, is provided in Exhibit C. Questions regarding these policy revisions should be directed to Dr. Scot Lingrell, Vice Chancellor of Enrollment Management & Student Affairs. Dr. Lingrell may be reached at scot.lingrell@usg.edu.

Sincerely,



Sonny Perdue
Chancellor

Enclosure

cc: Tracey Cook, Chief Fiscal Officer
Teresa MacCartney, Chief Operating Officer
Dr. Costas Spirou, Interim Executive Vice Chancellor & Chief Academic Officer
Ashley Jones May, Chief of Staff and Vice Chancellor for External Affairs
Dr. Angela Bell, Vice Chancellor for Research and Policy Analysis
Dr. Timothy Chester, Chief Information Officer
Jeff Davis, Vice Chancellor for Fiscal Affairs
Karin Elliott, Vice Chancellor for Human Resources
Dr. Scot Lingrell, Vice Chancellor for Enrollment Management and Student Affairs
Chris McGraw, Vice Chancellor for Legal Affairs and Secretary to the Board
Sandra Neuse, Vice Chancellor for Real Estate and Facilities
Dr. Dana Nichols, Vice Chancellor for Academic Affairs and Student Success
Jenna Wiese, Vice Chancellor for Internal Audit, Chief Audit Officer
Jeffrey Waple, Assistant Vice Chancellor of Student Affairs

Josiah Heidt, Assistant Vice Chancellor for Legal Affairs
Sabrina Thompson, Director of Accreditation and Athletic Support
Wesley Home, AVC Compliance, Chief Ethics Officer
Institutional Chief Business Officers
Institutional Provosts
Institutional Chief Human Resource Officers
Institutional Legal Officers
Institutional Audit Directors

Exhibit A
BOARD OF REGENTS POLICY MANUAL
Revised Policy with Markup
Meeting of November 12, 2024

Board Policy Revisions

Effective Date: January 1, 2025.

Background:

The revisions were presented to the Board as an information item at the October 2024 meeting. The revisions to the Board Policy Manual fall into the following categories:

- Equal opportunity and merit
- Institutional and employee political activity
- Mandatory civics instruction for students
- U.S. Department of Education recognized accreditation agencies
- Hiring of senior administrators

A. Equal opportunity and merit: Add Policy Manual Section 4.2.3.5 Equal Opportunity in Admissions. Amend Policy Manual Sections 6.5.2 Institution Freedom of Expression Policies; 6.6 Non-Discrimination and Anti-Harassment; 8.2.1 Equal Employment Opportunity; 8.2.5 Employee Orientation and Training; 8.3.5.1 Evaluation of Personnel, Faculty

Former Policy Language:

6.5.2 Institution Freedom of Expression Policies

As public institutions of higher education, USG institutions must promote free expression and academic freedom on their campuses. To that end, the unrestricted outdoor areas of institutions are deemed public forums for the campus community of each institution. For purposes of this policy, the campus community means students, faculty, staff, and their invited guests. While institutions may need to enact policies to promote campus safety, to ensure the proper functioning of the academic environment and institution activities, or to further other important institution objectives, those policies should not unduly burden the free expression rights of students, faculty, and staff.

Institutions may maintain and enforce reasonable time, place, and manner restrictions narrowly tailored to serve a significant institutional interest. Such restrictions must employ clear, published, content- and viewpoint-neutral criteria, and provide for ample alternative means of

expression. Finally, any such restrictions may include reservation requirements, if needed, but must also allow for members of the campus community to spontaneously and contemporaneously assemble or distribute literature.

Institutions can designate accessible, high-traffic locations on campus as public forum areas for individuals or groups who are not members of the campus community and can require these individuals or groups to comply with reasonable time, place, and manner restrictions, including reservation requirements. Institutions may not consider the content or viewpoint of expression when requiring or assigning use of public forum areas.

USG institutions must place their student free expression policies and procedures in the student handbook and make the same publicly available online. These policies and procedures must also be incorporated into student orientation programs. Finally, institutions must develop materials, programs, and procedures to ensure that faculty and staff understand the institutional policies and duties regarding free expression on campus.

6.6 Non-Discrimination and Anti-Harassment

The Board of Regents prohibits unlawful discrimination, harassment, and retaliation within the University System of Georgia (USG) and all USG institutions based on any characteristic protected by law.

8.2.1 Equal Employment Opportunity

No person shall be excluded from employment or participation in, denied the benefits of, or subjected to discrimination, harassment, or retaliation under any program or activity conducted by the Board of Regents of the University System of Georgia (USG) or any USG institution based on any characteristic protected by law. Incidents of discrimination, unlawful harassment, and retaliation will be met with appropriate disciplinary action, up to and including dismissal from the USG.

8.2.5 Employee Orientation

Each new employee shall read and become familiar with the contents of the policies and procedures of the Board of Regents, the University System of Georgia (USG), and the employee's institution that are applicable to the employee.

8.3.5 Evaluation of Personnel

8.3.5.1 Faculty

Each University System of Georgia (USG) institution shall establish definite and stated criteria, consistent with Board of Regents' policies, the Academic and Student Affairs Handbook and the statutes of the institution, against which the performance of each faculty member will be evaluated. The criteria shall include evaluation of instruction, student success activities, research/scholarship, and service as is appropriate to the faculty member's institution, school or college, and department, and responsibilities. The criteria shall be submitted to the USG Chief Academic Officer for review and approval.

Each institution, as part of its evaluative procedures, will utilize a system of faculty evaluations by students, with the improvement of teaching effectiveness and student learning as the main focus of these student evaluations. The evaluation procedures may also utilize a system of peer evaluations, with emphasis placed on the faculty member's professional development across the scope of their responsibilities. In those cases, in which a faculty member's primary responsibilities do not include teaching, the evaluation should focus on excellence in those areas (e.g., research, administration, and elements of student success) where the individual's major responsibilities lie. While a faculty member's performance evaluation may be deemed as "Not Meeting Expectations" for other reasons, they must be so assessed if a majority of their work responsibilities are assessed as "Not Meeting Expectations".

Each University System of Georgia (USG) institution shall conduct in-depth pre-tenure reviews of all faculty in their third year of progress toward tenure with a focus on the criteria established for promotion and tenure, emphasizing excellence in teaching and involvement in student success activities. The institution shall develop pre-tenure review policies, as well as any subsequent revisions.

The result of the faculty member's annual evaluations will be utilized as a part of subsequent pre-tenure and post-tenure reviews as well as retention, promotion, and tenure decisions.

Revised Policy Language in Change Tracker:

4.2.3.5 Equal Opportunity in Admissions

All admissions processes and decisions shall be free of ideological tests, affirmations, and oaths, including diversity statements. No applicant for admission shall be asked to or required to affirmatively ascribe to or opine about political beliefs, affiliations, ideals, or principles, as a condition for admission.

6.5.2 Institution Freedom of Expression Policies

As public institutions of higher education, USG institutions must promote free expression and academic freedom on their campuses. To that end, the unrestricted outdoor areas of institutions are deemed public forums for the campus community of each institution. For purposes of this policy, the campus community means students, faculty, staff, and their invited guests. While institutions may need to enact policies to promote campus safety, to ensure the proper functioning of the academic environment and institution activities, or to further other important institution objectives, those policies should not unduly burden the free expression rights of students, faculty, and staff.

Institutions may maintain and enforce reasonable time, place, and manner restrictions narrowly tailored to serve a significant institutional interest. Such restrictions must employ clear, published, content- and viewpoint-neutral criteria, and provide for ample alternative means of expression. Finally, any such restrictions may include reservation requirements, if needed, but must also allow for members of the campus community to spontaneously and contemporaneously assemble or distribute literature.

Institutions can designate accessible, high-traffic locations on campus as public forum areas for individuals or groups who are not members of the campus community and can require these individuals or groups to comply with reasonable time, place, and manner restrictions, including reservation requirements. Institutions may not consider the content or viewpoint of expression when requiring or assigning use of public forum areas.

USG institutions must place their student free expression policies and procedures in the student handbook and make the same publicly available online. **Student orientation programs must incorporate these policies and procedures as well as related training in civil discourse, open inquiry, robust debate, intellectual diversity, and respect for others.** ~~These policies and procedures must also be incorporated into student orientation programs.~~ Finally, institutions must develop materials, programs, and procedures to ensure that faculty and staff understand the institutional policies and duties regarding free expression on campus. **No institution orientation or training for students or employees may include ideological tests, affirmations, or oaths, including diversity statements.**

6.6 Non-Discrimination and Anti-Harassment

~~The Board of Regents prohibits unlawful discrimination, harassment, and retaliation within the University System of Georgia (USG) and all USG institutions based on any characteristic protected by law.~~

Equal opportunity and decisions based on merit are fundamental values of the University System of Georgia (USG). The Board of Regents prohibits discrimination on the basis of an individual's age, color, disability, genetic information, national origin, race, religion, sex, or veteran status ("protected status"). No individual shall be excluded from participation in, denied the benefits of, or otherwise subjected to unlawful discrimination, harassment, or retaliation under, any USG

program or activity because of the individual's protected status; nor shall any individual be given preferential treatment because of the individual's protected status, except that preferential treatment may be given on the basis of veteran status when appropriate under federal or state law.

8.2.1 Equal Employment Opportunity

~~No person shall be excluded from employment or participation in, denied the benefits of, or subjected to discrimination, harassment, or retaliation under any program or activity conducted by the Board of Regents of the University System of Georgia (USG) or any USG institution based on any characteristic protected by law. Incidents of discrimination, unlawful harassment, and retaliation will be met with appropriate disciplinary action, up to and including dismissal from the USG.~~

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All employment processes and decisions, including but not limited to hiring, promotion, and tenure, shall be free of ideological tests, affirmations, and oaths, including diversity statements. The basis and determining factor for all such decisions should be that the individual possesses the requisite knowledge, skills, and abilities associated with the role, and is believed to have the ability to successfully perform the essential functions, responsibilities, and duties associated with the position for which the individual is being considered. At the core of any such decision is ensuring the institution's ability to achieve its mission and strategic priorities in support of student success.

8.2.5 Employee Orientation and Training

Each new employee shall read and become familiar with the contents of the policies and procedures of the Board of Regents, the University System of Georgia (USG), and the employee's institution that are applicable to the employee.

All mandatory training required by an institution must be approved by the institution's Chief Human Resources Officer (CHRO) and the institution's President. No institution training may include ideological tests, affirmations, or oaths, including diversity statements. Mandatory employee training should be limited to that which complies with Board of Regents policy and

federal and state laws and regulations. Individual units and departments within an institution are not permitted to mandate training for department employees beyond that approved by the institution's CHRO and President.

8.3.5 Evaluation of Personnel

8.3.5.1 Faculty

Faculty shall be evaluated based on the merits of their performance and qualifications. As such, Each University System of Georgia (USG) institution shall establish definite and stated criteria, consistent with Board of Regents' policies, the Academic and Student Affairs Handbook and the statutes of the institution, against which the performance of each faculty member will be evaluated. The criteria shall include evaluation of instruction, student success activities, research/scholarship, and service as is appropriate to the faculty member's institution, school or college, and department, and responsibilities. The criteria shall be submitted to the USG Chief Academic Officer for review and approval. Faculty shall not be evaluated based on other factors outside of these established criteria.

Each institution, as part of its evaluative procedures, will utilize a system of faculty evaluations by students, with the improvement of teaching effectiveness and student learning as the main focus of these student evaluations. The evaluation procedures may also utilize a system of peer evaluations, with emphasis placed on the faculty member's professional development across the scope of their responsibilities. In those cases, in which a faculty member's primary responsibilities do not include teaching, the evaluation should focus on excellence in those areas (e.g., research, administration, and elements of student success) where the individual's major responsibilities lie. While a faculty member's performance evaluation may be deemed as "Not Meeting Expectations" for other reasons, they must be so assessed if a majority of their work responsibilities are assessed as "Not Meeting Expectations".

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The result of the faculty member's annual evaluations will be utilized as a part of subsequent pre-tenure and post-tenure reviews as well as retention, promotion, and tenure decisions.

New Policy Language:

4.2.3.5 Equal Opportunity in Admissions

All admissions processes and decisions shall be free of ideological tests, affirmations, and oaths, including diversity statements. No applicant for admission shall be asked to or required to affirmatively ascribe to or opine about political beliefs, affiliations, ideals, or principles, as a condition for admission.

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Each institution, as part of its evaluative procedures, will utilize a system of faculty evaluations by students, with the improvement of teaching effectiveness and student learning as the main focus of these student evaluations. The evaluation procedures may also utilize a system of peer evaluations, with emphasis placed on the faculty member's professional development across the scope of their responsibilities. In those cases, in which a faculty member's primary responsibilities do not include teaching, the evaluation should focus on excellence in those areas (e.g., research, administration, and elements of student success) where the individual's major responsibilities lie. While a faculty member's performance evaluation may be deemed as "Not Meeting Expectations" for other reasons, they must be so assessed if a majority of their work responsibilities are assessed as "Not Meeting Expectations".

Each University System of Georgia (USG) institution shall conduct in-depth pre-tenure reviews of all faculty in their third year of progress toward tenure with a focus on the criteria established for promotion and tenure, emphasizing excellence in teaching and involvement in student success activities. The institution shall develop pre-tenure review policies, as well as any subsequent revisions.

The result of the faculty member's annual evaluations will be utilized as a part of subsequent pre-tenure and post-tenure reviews as well as retention, promotion, and tenure decisions.

B. Institutional and employee political activity: Amend Board Policy Sections 6.4 Political Interference; 8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement of Affiliation and Avoidance of the Appearance Thereof

Former Policy Language:

6.4 Political Interference

The Board of Regents is unalterably opposed to political interference or domination of any kind or character in the affairs of any University System of Georgia (USG) institution.

8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement of Affiliation and Avoidance of the Appearance Thereof

USG employees are encouraged to fulfill their civic obligations and engage in the normal political processes of society, including the right to express their personal opinions on matters of public concern, and nothing in this policy is intended to infringe or restrict free expression rights guaranteed by the United States Constitution or the Georgia Constitution. Nevertheless, it is inappropriate for USG employees to manage or enter political campaigns while on duty to perform services for the USG, or to hold elective political office at the state or federal level while employed by the USG. Likewise, USG employees must not hold themselves out as speaking or acting on behalf of the USG or its institutions when participating in political activities and must take reasonable measures to avoid any appearance that such participation is in an official capacity as an employee of the USG or its institutions.

In light of the foregoing, the following rules govern all USG employees when engaging in political activities and associated political expression:

1. A USG employee may not manage or take an active part in a political campaign that interferes with the performance of duties or services for which he or she receives compensation from the USG.
2. A USG employee may not hold elective political office at the state or federal level.
3. A USG employee seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office, a USG employee must resign prior to assuming office.
4. A USG employee may seek and hold elective office at other than the state or federal level, or seek and hold an appointive office, when doing so does not conflict or interfere with the employee's duties and responsibilities to the USG or the employee's institution, as applicable.

5. A USG employee engaging in political activities and/or associated political expression must do so only in their personal capacity and shall not speak on behalf of the USG or its institutions or hold themselves out as representing the USG or its institutions, unless specifically authorized by the USG or the employee's institution, as applicable.
6. When a USG employee engages in political activities and/or associated political expression in their personal capacity, such employee must take reasonable steps to avoid any appearance that such political activities and/or associated political expression represents the views of, or is endorsed by, the USG or its institutions. For example, USG employees are not prohibited from noting in a biographical description their employment status, title, or affiliation with the USG or their institution, or their background and credentials, but if an employee does so, the employee must make clear that the employee is not speaking in the employee's capacity as an employee of the USG or the employee's institution.
7. USG employees are prohibited from using state property, resources, or materials (including work email) or work time to communicate personal political views or in conjunction with any political campaigning. In addition, employees are prohibited from using any USG registered trademarks when expressing personal opinions on political issues, unless they are expressly authorized to do so.

Revised Policy Language in Change Tracker:

6.4 Political Interference

The Board of Regents is unalterably opposed to political interference or domination of any kind or character in the affairs of any University System of Georgia (USG) institution. Accordingly, USG institutions shall remain neutral on social and political issues unless such an issue is directly related to the institution's core mission.

8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement of Affiliation and Avoidance of the Appearance Thereof

USG employees are encouraged to exercise their First Amendment rights, fulfill their civic obligations and engage in the normal political processes of society; This includes the right to express their personal opinions on matters of public concern; to register to vote and otherwise participate in elections; and to participate in and make financial contributions to political organizations and campaigns. ~~and n~~ Nothing in this policy is intended to infringe or restrict free expression rights guaranteed by the United States Constitution or the Georgia Constitution. Nevertheless, it is inappropriate for USG employees to engage in such political activities ~~manage or enter political campaigns~~ while on duty to perform services for the USG, to utilize USG or other public resources to do so, or to hold elective political office at the state or federal level while employed by the USG. Likewise, USG employees must not hold themselves out as

speaking or acting on behalf of the USG or its institutions when participating in political activities and must take reasonable measures to avoid any appearance that such participation is in an official capacity as an employee of the USG or its institutions.

In light of the foregoing, the following rules govern all USG employees when engaging in political activities and associated political expression:

1. A USG employee may not manage or take an active part in a political campaign that interferes with the performance of duties or services for which he or she receives compensation from the USG.
2. A USG employee may not hold elective political office at the state or federal level.
3. A USG employee seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office, a USG employee must resign prior to assuming office.
4. A USG employee may seek and hold elective office at other than the state or federal level, or seek and hold an appointive office, when doing so does not conflict or interfere with the employee's duties and responsibilities to the USG or the employee's institution, as applicable.
5. A USG employee engaging in political activities and/or associated political expression must do so only in their personal capacity and shall not speak on behalf of the USG or its institutions or hold themselves out as representing the USG or its institutions, unless specifically authorized by the USG or the employee's institution, as applicable.
6. When a USG employee engages in political activities and/or associated political expression in their personal capacity, such employee must take reasonable steps to avoid any appearance that such political activities and/or associated political expression represents the views of, or is endorsed by, the USG or its institutions. For example, USG employees are not prohibited from noting in a biographical description their employment status, title, or affiliation with the USG or their institution, or their background and credentials, but if an employee does so, the employee must make clear that the employee is not speaking in the employee's capacity as an employee of the USG or the employee's institution.
7. USG employees are prohibited from using state property, resources, or materials (including work email) or work time to communicate personal political views or in conjunction with any political campaigning. In addition, employees are prohibited from using any USG registered trademarks when expressing personal opinions on political issues, unless they are expressly authorized to do so.
8. USG employees shall not make any promise of preferential treatment or any threat of detrimental treatment or actually confer such treatment for the purpose of inducing the

support of or opposition to any political campaign or candidate for political office, political party, or political organization.

9. Neither USG, any USG institution, nor any employee thereof shall ask or require any employee, student, or applicant for employment or admission to affirmatively ascribe to or opine about political beliefs, affiliations, ideals, or principles as a condition for employment, promotion, admission, enrollment, or any benefit or privilege related thereto. This prohibition shall not, however, prevent any employee, student, or applicant for employment or admission from voluntarily engaging in such expression.

Any employee who violates these prohibitions on certain political activities shall be subject to appropriate disciplinary action, up to and including termination.

New Policy Language:

6.4 Political Interference

The Board of Regents is unalterably opposed to political interference or domination of any kind or character in the affairs of any University System of Georgia (USG) institution. Accordingly, USG institutions shall remain neutral on social and political issues unless such an issue is directly related to the institution's core mission.

8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement of Affiliation and Avoidance of the Appearance Thereof

USG employees are encouraged to exercise their First Amendment rights, fulfill their civic obligations and engage in the normal political processes of society.; This includes the right to express their personal opinions on matters of public concern; to register to vote and otherwise participate in elections; and to participate in and make financial contributions to political organizations and campaigns.-Nothing in this policy is intended to infringe or restrict free expression rights guaranteed by the United States Constitution or the Georgia Constitution. Nevertheless, it is inappropriate for USG employees to engage in such political activities while on duty to perform services for the USG, to utilize USG or other public resources to do so, or to hold elective political office at the state or federal level while employed by the USG. Likewise, USG employees must not hold themselves out as speaking or acting on behalf of the USG or its institutions when participating in political activities and must take reasonable measures to avoid any appearance that such participation is in an official capacity as an employee of the USG or its institutions.

In light of the foregoing, the following rules govern all USG employees when engaging in political activities and associated political expression:

1. A USG employee may not manage or take an active part in a political campaign that interferes with the performance of duties or services for which he or she receives compensation from the USG.
2. A USG employee may not hold elective political office at the state or federal level.
3. A USG employee seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office, a USG employee must resign prior to assuming office.
4. A USG employee may seek and hold elective office at other than the state or federal level, or seek and hold an appointive office, when doing so does not conflict or interfere with the employee's duties and responsibilities to the USG or the employee's institution, as applicable.
5. A USG employee engaging in political activities and/or associated political expression must do so only in their personal capacity and shall not speak on behalf of the USG or its institutions or hold themselves out as representing the USG or its institutions, unless specifically authorized by the USG or the employee's institution, as applicable.
6. When a USG employee engages in political activities and/or associated political expression in their personal capacity, such employee must take reasonable steps to avoid any appearance that such political activities and/or associated political expression represents the views of, or is endorsed by, the USG or its institutions. For example, USG employees are not prohibited from noting in a biographical description their employment status, title, or affiliation with the USG or their institution, or their background and credentials, but if an employee does so, the employee must make clear that the employee is not speaking in the employee's capacity as an employee of the USG or the employee's institution.
7. USG employees are prohibited from using state property, resources, or materials (including work email) or work time to communicate personal political views or in conjunction with any political campaigning. In addition, employees are prohibited from using any USG registered trademarks when expressing personal opinions on political issues, unless they are expressly authorized to do so.
8. USG employees shall not make any promise of preferential treatment or any threat of detrimental treatment or actually confer such treatment for the purpose of inducing the support of or opposition to any political campaign or candidate for political office, political party, or political organization.
9. Neither USG, any USG institution, nor any employee thereof shall ask or require any employee, student, or applicant for employment or admission to affirmatively ascribe to or opine about political beliefs, affiliations, ideals, or principles as a condition for employment, promotion, admission, enrollment, or any benefit or privilege related

thereto. This prohibition shall not, however, prevent any employee, student, or applicant for employment or admission from voluntarily engaging in such expression.

Any employee who violates these prohibitions on certain political activities shall be subject to appropriate disciplinary action, up to and including termination.

C. Mandatory civics instruction for students: Amend Board Policy Section 3.3.4 United States and Georgia History and Constitutions

Former Policy Language:

3.3.4 United States and Georgia History and Constitutions

All USG institutions shall give instruction in the history of the United States, in the history of Georgia, and in the essentials of the United States Constitution and the Constitution of Georgia.

No undergraduate student shall receive a certificate of graduation or a degree without successfully completing coursework or passing a satisfactory examination on the history of the United States, the history of Georgia, and the provisions and principles of the United States Constitution and the Constitution of Georgia.

Revised Policy Language in Change Tracker:

3.3.4 United States and Georgia History and Constitutions

All USG institutions shall give instruction in the history of the United States, in the history of Georgia, and in the essentials of the United States Constitution and the Constitution of Georgia. For students first enrolling in the 2025-2026 academic year or after, institutions must create learning outcomes in instruction/assessment that address key concepts to include the following primary sources:

- Declaration of Independence
- United States Constitution and Bill of Rights
- Articles of Confederation
- Federalist Papers
- Gettysburg Address

- Emancipation Proclamation
- Letter from Birmingham Jail
- Georgia Constitution and Bill of Rights

No undergraduate student shall receive a certificate of graduation or a degree without successfully completing coursework or passing a satisfactory examination on the history of the United States, the history of Georgia, and the provisions and principles of the United States Constitution and the Constitution of Georgia. This provision complies with O.C.G.A. Section 20-3-68.

New Policy Language:

3.3.4 United States and Georgia History and Constitutions

All USG institutions shall give instruction in the history of the United States, in the history of Georgia, and in the essentials of the United States Constitution and the Constitution of Georgia. For students first enrolling in the 2025-2026 academic year or after, institutions must create learning outcomes in instruction/assessment that address key concepts to include the following primary sources:

- Declaration of Independence
- United States Constitution and Bill of Rights
- Articles of Confederation
- Federalist Papers
- Gettysburg Address
- Emancipation Proclamation
- Letter from Birmingham Jail
- Georgia Constitution and Bill of Rights

No undergraduate student shall receive a certificate of graduation or a degree without successfully completing coursework or passing a satisfactory examination on the history of the United States, the history of Georgia, and the provisions and principles of the United States Constitution and the Constitution of Georgia. This provision complies with O.C.G.A. Section 20-3-68.

D. U.S. Department of Education recognized accreditation agencies: Amend Board Policy Sections 3.1 General Policy on Academic Affairs; 3.3.5.2 General Education Course Transfer; 3.3.6 Academic Credit Earned Through Extra-Institutional and Prior Learning

Former Policy Language:

3.1 General Policy on Academic Affairs

The Chancellor, the University System Office of Academic Affairs and the University System of Georgia (USG) presidents, their administrative officers and faculties shall develop, adapt, and administer the academic methods and procedures deemed by them to be most effective in promoting efficient operations and the advancement of learning.

Proper functions of the academic authorities include the following:

1. Prescribing the teaching load to be carried by each member of the faculty;
2. Determining the maximum and minimum number of students permitted in a class; and,
3. Defining the nature and form of academic records to be kept concerning members of the faculties and administrative personnel.

Each USG institution president and his or her administrative officers, faculty, and staff shall promote effective higher education and efficient service having in view resources available to the institution. USG academic authorities shall choose the appropriate ways and means that are best adapted to achieve the ends desired. The Board of Regents will hold institutions accountable for their results.

Each institution must maintain accreditation by the Southern Association of Colleges and Schools Commission on Colleges and ensure that all programs requiring accreditation by law, regulation, or Board of Regents' Policy are appropriately accredited.

3.3.5.2 General Education Course Transfer

This policy outlines the mechanisms through which TCSG general education courses are approved for transfer to USG institutions and is set forth to ensure that students who transfer between TCSG and USG institutions will not be required to repeat the course work approved for transfer that was successfully completed at another institution.

USG institutions and TCSG institutions will accept general education courses for transfer between their respective institutions as articulated in the TCSG USG Course Transfer Chart

referenced in the USG Academic and Student Affairs Handbook. Courses will only be accepted from institutions accredited by the SACSCOC. Both the USG and the TCSG are committed to and responsible for assuring that faculty teaching these courses meet the SACSCOC comprehensive standard for faculty qualifications.

New TCSG general education courses proposed to be added to the TCSG USG Course Transfer Chart for transfer to USG institutions into any of the Core IMPACTS domains will follow the same review procedure required for new Core Curriculum courses proposed by USG institutions:

- The TCSG System Office staff will present the proposed course(s) to the USG System Office.
- The USG System Office will convene a meeting of the appropriate disciplinary Regents Academic Advisory Committee(s). Non-voting faculty designated from the TCSG will be invited to participate.
- Course(s) approved by a Regents Academic Advisory Committee for transfer into any of the Core IMPACTS domains will be recommended to the USG General Education Council for review.
- Course(s) approved by the USG General Education Council will be reviewed by System Office staff who will submit the courses to the USG Board of Regents for final action.

Upon receipt of USG Board of Regents approval for the designated course(s), TCSG colleges will clearly publicize the designated approval categories to TCSG students, and the USG will update the TCSG USG Course Transfer Chart and notify all USG institutions.

This same process would apply to any TCSG courses already on the USG Course Transfer Chart that have been significantly modified.

3.3.6 Academic Credit Earned Through Extra-Institutional and Prior Learning

University System of Georgia (USG) institutions shall provide students with opportunities to be evaluated and earn academic credit for assessed extra-institutional and prior learning toward the completion of a degree program, including course credit earned from military experience.

Once transcribed to the student record, credits awarded for extra-institutional and prior learning at a USG institution shall be applied toward a degree program, regardless of how the credit was earned. Credits awarded for extra-institutional and prior learning by one USG institution shall transfer as the designated course to another USG institution if a student has passed a higher-level course in the course sequence offered at the previously attended USG institution.

Institutions shall maintain a review process for extra-institutional and prior learning that adheres to SACSCOC policies and guidelines, minimizes the number of credits that do not contribute to progress toward a degree program, and does not improperly affect student eligibility for financial aid. Additional guidance for awarding credit for extra-institutional or prior learning is provided in the Academic & Student Affairs Handbook.

Revised Policy Language in Change Tracker:

3.1 General Policy on Academic Affairs

The Chancellor, the University System Office of Academic Affairs and the University System of Georgia (USG) presidents, their administrative officers and faculties shall develop, adapt, and administer the academic methods and procedures deemed by them to be most effective in promoting efficient operations and the advancement of learning.

Proper functions of the academic authorities include the following:

1. Prescribing the teaching load to be carried by each member of the faculty;
2. Determining the maximum and minimum number of students permitted in a class; and,
3. Defining the nature and form of academic records to be kept concerning members of the faculties and administrative personnel.

Each USG institution president and his or her administrative officers, faculty, and staff shall promote effective higher education and efficient service having in view resources available to the institution. USG academic authorities shall choose the appropriate ways and means that are best adapted to achieve the ends desired. The Board of Regents will hold institutions accountable for their results.

Each institution must maintain accreditation by **an accreditation agency recognized by the United States Department of Education as a reliable authority regarding the quality of education or training offered by the institutions they accredit**~~the Southern Association of Colleges and Schools Commission on Colleges~~ and ensure that all programs requiring accreditation by law, regulation, or Board of Regents' Policy are appropriately accredited.

3.3.5.2 General Education Course Transfer

This policy outlines the mechanisms through which TCSG general education courses are approved for transfer to USG institutions and is set forth to ensure that students who transfer between TCSG and USG institutions will not be required to repeat the course work approved for transfer that was successfully completed at another institution.

USG institutions and TCSG institutions will accept general education courses for transfer between their respective institutions as articulated in the TCSG USG Course Transfer Chart referenced in the USG Academic and Student Affairs Handbook. Courses will only be accepted from institutions accredited by ~~the SACSCOC~~ **a United States Department of Education-recognized accrediting agency**. Both the USG and the TCSG are committed to and responsible for assuring that faculty teaching these courses meet the ~~SACSCOC-comprehensive standards~~ for faculty qualifications **required by each institution's accrediting agency**.

New TCSG general education courses proposed to be added to the TCSG USG Course Transfer Chart for transfer to USG institutions into any of the Core IMPACTS domains will follow the same review procedure required for new Core Curriculum courses proposed by USG institutions:

- The TCSG System Office staff will present the proposed course(s) to the USG System Office.
- The USG System Office will convene a meeting of the appropriate disciplinary Regents Academic Advisory Committee(s). Non-voting faculty designated from the TCSG will be invited to participate.
- Course(s) approved by a Regents Academic Advisory Committee for transfer into any of the Core IMPACTS domains will be recommended to the USG General Education Council for review.
- Course(s) approved by the USG General Education Council will be reviewed by System Office staff who will submit the courses to the USG Board of Regents for final action.

Upon receipt of USG Board of Regents approval for the designated course(s), TCSG colleges will clearly publicize the designated approval categories to TCSG students, and the USG will update the TCSG USG Course Transfer Chart and notify all USG institutions.

This same process would apply to any TCSG courses already on the USG Course Transfer Chart that have been significantly modified.

3.3.6 Academic Credit Earned Through Extra-Institutional and Prior Learning

University System of Georgia (USG) institutions shall provide students with opportunities to be evaluated and earn academic credit for assessed extra-institutional and prior learning toward the completion of a degree program, including course credit earned from military experience.

Once transcribed to the student record, credits awarded for extra-institutional and prior learning at a USG institution shall be applied toward a degree program, regardless of how the credit was earned. Credits awarded for extra-institutional and prior learning by one USG institution shall transfer as the designated course to another USG institution if a student has passed a higher-level course in the course sequence offered at the previously attended USG institution.

Institutions shall maintain a review process for extra-institutional and prior learning that adheres to the institutional accrediting agency's SACSCOC policies and guidelines, minimizes the number of credits that do not contribute to progress toward a degree program, and does not improperly affect student eligibility for financial aid. Additional guidance for awarding credit for extra-institutional or prior learning is provided in the Academic & Student Affairs Handbook.

New Policy Language:

3.1 General Policy on Academic Affairs

The Chancellor, the University System Office of Academic Affairs and the University System of Georgia (USG) presidents, their administrative officers and faculties shall develop, adapt, and administer the academic methods and procedures deemed by them to be most effective in promoting efficient operations and the advancement of learning.

Proper functions of the academic authorities include the following:

1. Prescribing the teaching load to be carried by each member of the faculty;
2. Determining the maximum and minimum number of students permitted in a class; and,
3. Defining the nature and form of academic records to be kept concerning members of the faculties and administrative personnel.

Each USG institution president and his or her administrative officers, faculty, and staff shall promote effective higher education and efficient service having in view resources available to the institution. USG academic authorities shall choose the appropriate ways and means that are best adapted to achieve the ends desired. The Board of Regents will hold institutions accountable for their results.

Each institution must maintain accreditation by an accreditation agency recognized by the United States Department of Education as a reliable authority regarding the quality of education or training offered by the institutions they accredit and ensure that all programs requiring accreditation by law, regulation, or Board of Regents' Policy are appropriately accredited.

3.3.5.2 General Education Course Transfer

This policy outlines the mechanisms through which TCSG general education courses are approved for transfer to USG institutions and is set forth to ensure that students who transfer between TCSG and USG institutions will not be required to repeat the course work approved for transfer that was successfully completed at another institution.

USG institutions and TCSG institutions will accept general education courses for transfer between their respective institutions as articulated in the TCSG USG Course Transfer Chart referenced in the USG Academic and Student Affairs Handbook. Courses will only be accepted from institutions accredited by a United States Department of Education-recognized accrediting agency. Both the USG and the TCSG are committed to and responsible for assuring that faculty teaching these courses meet the comprehensive standards for faculty qualifications required by each institution's accrediting agency.

New TCSG general education courses proposed to be added to the TCSG USG Course Transfer Chart for transfer to USG institutions into any of the Core IMPACTS domains will follow the same review procedure required for new Core Curriculum courses proposed by USG institutions:

- The TCSG System Office staff will present the proposed course(s) to the USG System Office.
- The USG System Office will convene a meeting of the appropriate disciplinary Regents Academic Advisory Committee(s). Non-voting faculty designated from the TCSG will be invited to participate.
- Course(s) approved by a Regents Academic Advisory Committee for transfer into any of the Core IMPACTS domains will be recommended to the USG General Education Council for review.
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Upon receipt of USG Board of Regents approval for the designated course(s), TCSG colleges will clearly publicize the designated approval categories to TCSG students, and the USG will update the TCSG USG Course Transfer Chart and notify all USG institutions.

This same process would apply to any TCSG courses already on the USG Course Transfer Chart that have been significantly modified.

3.3.6 Academic Credit Earned Through Extra-Institutional and Prior Learning

University System of Georgia (USG) institutions shall provide students with opportunities to be evaluated and earn academic credit for assessed extra-institutional and prior learning toward the completion of a degree program, including course credit earned from military experience.

Once transcribed to the student record, credits awarded for extra-institutional and prior learning at a USG institution shall be applied toward a degree program, regardless of how the credit was earned. Credits awarded for extra-institutional and prior learning by one USG institution shall transfer as the designated course to another USG institution if a student has passed a higher-level course in the course sequence offered at the previously attended USG institution.

Institutions shall maintain a review process for extra-institutional and prior learning that adheres to the institutional accrediting agency's policies and guidelines, minimizes the number of credits that do not contribute to progress toward a degree program, and does not improperly affect student eligibility for financial aid. Additional guidance for awarding credit for extra-institutional or prior learning is provided in the Academic & Student Affairs Handbook.

E. Hiring of senior administrators: Amend Board Policy Section 2.6.3 Personnel Policies

Former Policy Language:

2.6.3 Personnel Policies

The President is responsible for the initial appointment of faculty members and administrative employees of each institution and the salary and all promotions of those employees. The President may reappoint faculty members and administrative employees except as otherwise specified in this Policy Manual. The President may accept the resignation of any employee of his or her institution on behalf of the Board of Regents.

To ensure accountability and effective management of the institution, the President shall consult with the Chancellor or the Chancellor's designee about significant personnel actions involving certain administrative employees as required by other provisions of this Policy Manual. These employees include, but may not be limited to, the chief business officer, chief academic officer, Title IX coordinator, and internal auditor.

The President may grant leaves of absence for members of the faculty for study at other institutions or for such reasons as the President may deem proper.

The President shall make such reports as required from time to time to the Board, through the Chancellor, of the condition of the institution under his or her leadership.

2.7 Organization Structure and Changes

Presidents are authorized to develop the organizational structure required to effectively manage their institution. Changes involving the addition, deletion, or substantive name change of a unit reporting directly to the President shall be reported to the Chancellor at least two weeks prior to the effective date of the change.

Revised Policy Language in Change Tracker:

2.6.3 Personnel Policies

The Board of Regents has the Constitutional authority for the government, control, and management of the University System of Georgia (USG) and all of its institutions, which includes the oversight of institutional hiring and search processes.

The President is responsible for the initial appointment of faculty members and administrative employees of each institution and the salary and all promotions of those employees. The

President may reappoint faculty members and administrative employees except as otherwise specified in this Policy Manual. The President may accept the resignation of any employee of his or her institution on behalf of the Board of Regents.

To ensure accountability and effective management of the institution, the President shall consult with the Chancellor or the Chancellor's designee about significant personnel actions involving certain administrative employees as required by other provisions of this Policy Manual. These employees include, but may not be limited to, the chief business officer, chief academic officer, Title IX coordinator, and internal auditor.

USG institutions must have a formal search process for all senior administrator hires which would include details surrounding the search process, priorities, the make-up of committee members, hiring criteria, and the use of search firms if search firms are to be used. For purposes of this policy, senior administrators include: provosts, vice presidents, vice provosts, deans, and similar level positions.

The Board of Regents gives the authority to the Chancellor or the Chancellor's designee to make any changes to an institution's search process based on the Board's priorities. Each President is ultimately responsible for all hires at the institution.

The President may grant leaves of absence for members of the faculty for study at other institutions or for such reasons as the President may deem proper.

The President shall make such reports as required from time to time to the Board, through the Chancellor, of the condition of the institution under his or her leadership.

2.7 Organization Structure and Changes

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New Policy Language:

2.6.3 Personnel Policies

The Board of Regents has the Constitutional authority for the government, control, and management of the University System of Georgia (USG) and all of its institutions, which includes the oversight of institutional hiring and search processes.

The President is responsible for the initial appointment of faculty members and administrative employees of each institution and the salary and all promotions of those employees. The President may reappoint faculty members and administrative employees except as otherwise

specified in this Policy Manual. The President may accept the resignation of any employee of his or her institution on behalf of the Board of Regents.

To ensure accountability and effective management of the institution, the President shall consult with the Chancellor or the Chancellor's designee about significant personnel actions involving certain administrative employees as required by other provisions of this Policy Manual. These employees include, but may not be limited to, the chief business officer, chief academic officer, Title IX coordinator, and internal auditor.

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The Board of Regents gives the authority to the Chancellor or the Chancellor's designee to make any changes to an institution's search process based on the Board's priorities. Each President is ultimately responsible for all hires at the institution.

The President may grant leaves of absence for members of the faculty for study at other institutions or for such reasons as the President may deem proper.

The President shall make such reports as required from time to time to the Board, through the Chancellor, of the condition of the institution under his or her leadership.

2.7 Organization Structure and Changes

Presidents are authorized to develop the organizational structure required to effectively manage their institution. Changes involving the addition, deletion, or substantive name change of a unit reporting directly to the President shall be submitted to the Chancellor for review and approval prior to the change.

Exhibit B
BOARD OF REGENTS POLICY MANUAL
Revised Policy with Markup
Meeting of November 12, 2024

Revisions to Board Policy:

Revisions to Board of Regents Policy Manual, Section 4.5.8 Funding of Intercollegiate Athletic Programs

Effective Date: The Board approved the proposed revisions to the Board of Regents Policy Manual, 4.5.8 Funding of Intercollegiate Athletic Programs, such that the revisions specific to Section 4.5.8.B Subsidy Percentages become effective July 1, 2025, with all other revisions becoming effective on November 12, 2024.

Background:

Given the recent and ongoing changes in the collegiate athletics landscape, changes to the subsidy percentage for the Power 4 institutions provide the necessary flexibility to offer competitive programs in their divisions.

Additionally, for the remaining institutions, changes will be made to the Business Procedures Manual to provide additional capacity in year over year athletic operating expenses through the exclusion of select operating expenses, such as board mandated cost of living adjustment (COLA) and merit increases, post-season expenses and capital expenses.

Please note, strikethrough text represents a deletion from the current version, and highlighted text represents an addition.

REVISED LANGUAGE IN CHANGE TRACKER:

4.5.8 Funding of Intercollegiate Athletic Programs

For the purpose of this policy, the USG has adopted the definitions of revenues and expenses provided by the NCAA for the Financial Reporting System as outlined below and to be further defined in the [USG Business Procedures Manual](#). The NCAA Financial Reporting System aims to capture all revenues and expenses on behalf of an institution's intercollegiate athletics program, including those by outside entities (e.g. foundations, booster clubs) and institutions similarly shall include all intercollegiate athletics revenue and expense to include entities operating on behalf of the institution's athletics program.

As used in this Policy, "Athletics Operating Revenue" is the total revenue generated by the institution's intercollegiate athletics program. "Direct Institutional Support" is the direct financial support provided by the institution to the athletics programs (e.g., tuition funds) used to support intercollegiate athletic activities. "Subsidy" is the sum of direct institutional support and student fees and does not include the value of out-of-state tuition waivers. "Subsidy Percentage" is the subsidy divided by athletics operating revenue as defined in the USG Business Procedures Manual.

“Athletics Operating Expense” is the total expense spent by the institution’s intercollegiate athletics program. Athletics Operating Revenue, Direct Institutional Support, Subsidy, Subsidy Percentage, and Athletic Operating Expense shall be further defined in the USG Business Procedures Manual.

Institutions may expend Education & General fund resources on behalf of the institution’s intercollegiate athletics program except as noted: Institutions must not expend Fund 10000 state appropriations on athletics, and must not expend Education & General fund resources in support of athletic scholarships, and must not expend Education & General fund resources or student athletic fee revenue for the direct compensation of intercollegiate student-athletes for the use of such student athlete’s Name, Image, and Likeness (NIL).

A. A form will be provided to ensure a standardized reporting format for each institution to annually report its intercollegiate athletics revenues and expenses in accordance with [Section 4.5.6.1](#).

B. The subsidy percentage shall not exceed:

- 40% 20% for NCAA DI-A institutions affiliated with the ACC, Big Ten, Big 12, Pac-12 or SEC; often referred to as the Power 5 4;
- 65%: NCAA DI-A institutions affiliated with other conferences;
- 75% for NCAA Division I-AA institutions;
- 80% for NCAA Division II institutions;
- 85% for NAIA and NJCAA institutions.

C. Except for the Power 5 4 institutions, total athletic operating expenses may not increase by more than 5% annually unless approved in advance by the Chancellor.

D. Effective July 1, 2016, each institution exceeding the allowable subsidy percentage in the prior fiscal year shall submit to the Chancellor a plan for approval that reduces the subsidy over a fiscal year period, not to exceed four years, until the subsidy percentage complies with the requirements of subsection B. Failure to be in compliance in four years shall, at the discretion of the Chancellor, result in athletics programming mandates from the Chancellor including but not limited to reduction or change in sport offerings, change in conference affiliation, and change in governing body or division membership. Any institutions below these caps will have one year to get back in compliance.

In limited circumstances, the president may seek approval from the Chancellor to exceed the allowable subsidy percentage not to exceed a period of three years. This request must be supported by a sound business case and demonstrate how the institution will return to compliance.

NEW POLICY LANGUAGE:**4.5.8 Funding of Intercollegiate Athletic Programs**

For the purpose of this policy, the USG has adopted the definitions of revenues and expenses provided by the NCAA for the Financial Reporting System as outlined below and to be further defined in the [USG Business Procedures Manual](#).

The NCAA Financial Reporting System aims to capture all revenues and expenses on behalf of an institution's intercollegiate athletics program, including those by outside entities (e.g. foundations, booster clubs) and institutions similarly shall include all intercollegiate athletics revenue and expense to include entities operating on behalf of the institution's athletics program.

As used in this Policy, "Athletics Operating Revenue" is the total revenue generated by the institution's intercollegiate athletics program. "Direct Institutional Support" is the direct financial support provided by the institution to the athletics programs (e.g., tuition funds) used to support intercollegiate athletic activities. "Subsidy" is the sum of direct institutional support and student fees and does not include the value of out-of-state tuition waivers. "Subsidy Percentage" is the subsidy divided by athletics operating revenue as defined in the USG Business Procedures Manual. "Athletics Operating Expense" is the total expense spent by the institution's intercollegiate athletics program. Athletics Operating Revenue, Direct Institutional Support, Subsidy, Subsidy Percentage, and Athletic Operating Expense shall be further defined in the USG Business Procedures Manual.

Institutions may expend Education & General fund resources on behalf of the institution's intercollegiate athletics program except as noted: Institutions must not expend Fund 10000 state appropriations on athletics, must not expend Education & General fund resources in support of athletic scholarships, and must not expend Education & General fund resources or student athletic fee revenue for the direct compensation of intercollegiate student-athletes for the use of such student athlete's Name, Image, and Likeness (NIL).

A. A form will be provided to ensure a standardized reporting format for each institution to annually report its intercollegiate athletics revenues and expenses in accordance with [Section 4.5.6.1](#).

B. The subsidy percentage shall not exceed:

- 20% for NCAA DI-A institutions affiliated with the ACC, Big Ten, or SEC; often referred to as the Power 4;
- 65%: NCAA DI-A institutions affiliated with other conferences;
- 75% for NCAA Division I-AA institutions;
- 80% for NCAA Division II institutions;
- 85% for NAIA and NJCAA institutions.

C. Except for the Power 4 institutions, total athletic operating expenses may not increase by more than 5% annually unless approved in advance by the Chancellor.

D. Effective July 1, 2016, each institution exceeding the allowable subsidy percentage in the prior fiscal year shall submit to the Chancellor a plan for approval that reduces the subsidy over a fiscal year period, not to exceed four years, until the subsidy percentage complies with the requirements of subsection B. Failure to be in compliance in four years shall, at the discretion of the Chancellor, result in athletics programming mandates from the Chancellor including but not limited to reduction or change in sport offerings, change in conference affiliation, and change in governing body or division membership. Any institutions below these caps will have one year to get back in compliance.

In limited circumstances, the president may seek approval from the Chancellor to exceed the allowable subsidy percentage not to exceed a period of three years. This request must be supported by a sound business case and demonstrate how the institution will return to compliance.

Exhibit C
BOARD OF REGENTS POLICY MANUAL
Revised Policy with Markup
Meeting of November 12, 2024

Board Policy Revisions

- a. **Amend Policy Manual Section:** 4.6.5.2 Process for Investigating and Resolving Disputed Reports
- b. **Amend Policy Manual Section:** 6.7 Sexual Misconduct Policy
- c. **Amend Policy Manual Section:** 6.7.2 (A) Institutional Reports

Effective Date: November 12, 2024.

Abstract: Approval of this policy will result in changing the language in Section 4.6.5.2. 6.7 and 6.7.2 (A).

Background: The former Board Policy stated that there is a System Director for Title IX. This position was discontinued and then repurposed into an Assistant Vice Chancellor for Student Affairs. The policy language was revised in both policies to address these changes. There are also changes in regard to how the system addresses the assigning of investigators.

Former Policy Language: 4.6.5.2 Process for Investigating and Resolving Disputed Reports

Jurisdiction:

Each institution shall take necessary and appropriate action to protect the safety and well-being of its community. Accordingly, student conduct should be addressed when such acts occur on institution property, at institution-sponsored or affiliated events, or otherwise violate the institution's student conduct policies, regardless as to where such conduct occurs. If the student has admitted responsibility and has voluntarily decided to participate in the informal process, the procedures outlined in this section will not apply.

Access to Advisors:

The Respondent and Complainant (where applicable), as parties to these proceedings, shall have the right to have an advisor (who may or may not be an attorney) of the party's choosing, and at their own expense, for the express purpose of providing advice and counsel. The advisor may be present during meetings and proceedings during the investigatory and/or resolution process at which his or her advisee is present. The advisor may advise their advisee in any manner, including providing questions, suggestions, and guidance on responses to any questions posed to the advisee, but shall not participate directly during the investigation or hearing process.

Initial Evaluation of Student Conduct Reports:

Regardless of how an institution becomes aware of alleged misconduct, the institution shall ensure a prompt, fair, and impartial review and resolution of complaints alleging student misconduct. Where a report of student misconduct has been made to the appropriate department and/or person, the institution shall review the complaint to determine whether the allegation(s) describes conduct in violation of the institution's policies and/or code of conduct. If the reported conduct would not be a violation of the institution's policies and/or code of conduct, even if true, then the report should be dismissed. Otherwise, a prompt, thorough, and impartial investigation, and review shall be conducted into each complaint received to determine whether charges against the Respondent should be brought.

Any report that involves allegation(s) of conduct that could lead to the suspension or expulsion of the Respondent(s) in an initial violation must be promptly reported to the System Director of Equity & Investigations ("System Director") by the institution. The System Director will work with the institution to determine whether any interim measure(s) are necessary, to assign an investigator and may collaboratively supervise the investigation with the appropriate institution professional (e.g., the Title IX Coordinator, Dean of Students). If an allegation is not initially identified as one that could lead to suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that would require notice to the System Director, then the institution shall report that case to the System Director or their designee prior to proceeding.

Revised Language in Change Tracker:

Jurisdiction:

Each institution shall take necessary and appropriate action to protect the safety and well-being of its community. Accordingly, student conduct should be addressed when such acts occur on institution property, at institution-sponsored or affiliated events, or otherwise violate the institution's student conduct policies, regardless as to where such conduct occurs. If the student has admitted responsibility and has voluntarily decided to participate in the informal process, the procedures outlined in this section will not apply.

Access to Advisors:

The Respondent and Complainant (where applicable), as parties to these proceedings, shall have the right to have an advisor (who may or may not be an attorney) of the party's choosing, and at their own expense, for the express purpose of providing advice and counsel. The advisor may be present during meetings and proceedings during the investigatory and/or resolution process at which his or her advisee is present. The advisor may advise their advisee in any manner, including providing questions, suggestions, and guidance on responses to any questions posed to the advisee, but shall not participate directly during the investigation or hearing process.

Initial Evaluation of Student Conduct Reports:

Regardless of how an institution becomes aware of alleged misconduct, the institution shall ensure a prompt, fair, and impartial review and resolution of complaints alleging student misconduct. Where a report of student misconduct has been made to the appropriate department and/or person, the institution shall review the complaint to determine whether the allegation(s) describes conduct in violation of the institution's policies and/or code of conduct. If the reported conduct would not be a violation of the institution's policies and/or code of conduct, even if true, then the report should be dismissed. Otherwise, a prompt, thorough, and impartial investigation, and review shall be conducted into each complaint received to determine whether charges against the Respondent should be brought.

Any report that involves allegation(s) of conduct that could lead to the suspension or expulsion of the Respondent(s) in an initial violation must be promptly reported to the ~~System Director of Equity & Investigations ("System Director")~~ Assistant Vice Chancellor for Student Affairs or designee by the institution. The ~~System Director~~ Assistant Vice Chancellor for Student Affairs or designee will work with the institution to determine whether any interim measure(s) are necessary, to determine if an investigator needs to be assigned, ~~assign an investigator~~ and may collaboratively supervise the investigation with the appropriate institution professional (e.g., the Title IX Coordinator, Dean of Students). If an allegation is not initially identified as one that could lead to suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that would require notice to the ~~System Director~~ Assistant Vice Chancellor for Student Affairs or designee, then the institution shall report that case to the ~~System Director~~ Assistant Vice Chancellor for Student Affairs or their designee prior to proceeding.

New Policy Language:

Jurisdiction:

Each institution shall take necessary and appropriate action to protect the safety and well-being of its community. Accordingly, student conduct should be addressed when such acts occur on institution property, at institution-sponsored or affiliated events, or otherwise violate the institution's student conduct policies, regardless as to where such conduct occurs. If the student has admitted responsibility and has voluntarily decided to participate in the informal process, the procedures outlined in this section will not apply.

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The Respondent and Complainant (where applicable), as parties to these proceedings, shall have the right to have an advisor (who may or may not be an attorney) of the party's choosing, and at their own expense, for the express purpose of providing advice and counsel. The advisor may be present during meetings and proceedings during the investigatory and/or resolution process at which his or her advisee is present. The advisor may advise their advisee in any manner, including providing questions, suggestions, and guidance on responses to any questions posed to the advisee, but shall not participate directly during the investigation or hearing process.

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Regardless of how an institution becomes aware of alleged misconduct, the institution shall ensure a prompt, fair, and impartial review and resolution of complaints alleging student misconduct. Where a report of student misconduct has been made to the appropriate department and/or person, the institution shall review the complaint to determine whether the allegation(s) describes conduct in violation of the institution's policies and/or code of conduct. If the reported conduct would not be a violation of the institution's policies and/or code of conduct, even if true, then the report should be dismissed. Otherwise, a prompt, thorough, and impartial investigation, and review shall be conducted into each complaint received to determine whether charges against the Respondent should be brought.

Any report that involves allegation(s) of conduct that could lead to the suspension or expulsion of the Respondent(s) in an initial violation must be promptly reported to the S Assistant Vice Chancellor for Student Affairs or designee by the institution. The Assistant Vice Chancellor for Student Affairs or designee will work with the institution to determine whether any interim measure(s) are necessary, to determine if an investigator needs to be assigned and may collaboratively supervise the investigation with the appropriate institution professional (e.g., the Title IX Coordinator, Dean of Students). If an allegation is not initially identified as one that could lead to suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that would require notice to the Assistant Vice Chancellor for Student Affairs or designee, then the institution shall report that case to the Assistant Vice Chancellor for Student Affairs or their designee prior to proceeding.

Former Policy Language: 6.7. Sexual Misconduct Policy

In accordance with federal and state law including, Title IX of the Education Amendments of 1972 ("Title IX") and Title VII of the Civil Rights Act of 1964 (Title VII), the University System of Georgia (USG) prohibits discrimination on the basis of sex in any of its education programs or activities or in employment. The USG is committed to ensuring the highest ethical conduct of the members of its community by promoting a safe learning and working environment. To that end, this Policy prohibits Sexual Misconduct, a form of sex discrimination, as defined herein.

USG institutions are committed to reducing incidents of Sexual Misconduct, providing prevention tools, conducting ongoing awareness and prevention programming, and training the campus community in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") and the Violence Against Women Act ("VAWA"). Prevention programming and training will promote positive and healthy behaviors and educate the campus community on consent, sexual assault, sexual harassment, alcohol and drug use, dating violence, domestic violence, stalking, bystander intervention, and reporting.

When Sexual Misconduct does occur, all members of the USG community are strongly encouraged to report it promptly through the procedures outlined in this Policy. The purpose of this Policy is to ensure uniformity throughout the USG in reporting and addressing Sexual Misconduct. This Policy applies to all members of the USG community. This Policy is not intended to infringe or restrict rights guaranteed by the United States Constitution including free speech under the First Amendment, or the due process clauses of Fifth and Fourteenth Amendments.

Reporting Structure

Title IX Coordinators (“Coordinators”) at USG institutions shall have a direct reporting relationship to both the institution’s President or the President’s designee and the USG System Director for Equity and Investigations (“System Director”). The President of each institution shall determine the organizational and operating reporting relationships for the Coordinators at the institution and exercise oversight of institutional issues relating to Sexual Misconduct. However, the System Director shall have authority to direct the Coordinators’ work at each institution as needed to address system-wide issues or directives. The President of each institution shall consult with the System Director on significant personnel actions involving Coordinators, to include but not be limited to, appointment, evaluation, discipline, change in reporting structure, and termination.

Revised Policy Language in Change Tracker:

In accordance with federal and state law including, Title IX of the Education Amendments of 1972 (“Title IX”) and Title VII of the Civil Rights Act of 1964 (Title VII), the University System of Georgia (USG) prohibits discrimination on the basis of sex in any of its education programs or activities or in employment. The USG is committed to ensuring the highest ethical conduct of the members of its community by promoting a safe learning and working environment. To that end, this Policy prohibits Sexual Misconduct, a form of sex discrimination, as defined herein.

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Chancellor for Student Affairs or designee shall have authority to direct the Coordinators' work at each institution as needed to address system-wide issues or directives. The President of each institution shall consult with the **Assistant Vice Chancellor for Student Affairs** ~~System Director~~ on significant personnel actions involving Coordinators, to include but not be limited to, appointment, evaluation, discipline, change in reporting structure, and termination.

New Policy Language:

In accordance with federal and state law including, Title IX of the Education Amendments of 1972 ("Title IX") and Title VII of the Civil Rights Act of 1964 (Title VII), the University System of Georgia (USG) prohibits discrimination on the basis of sex in any of its education programs or activities or in employment. The USG is committed to ensuring the highest ethical conduct of the members of its community by promoting a safe learning and working environment. To that end, this Policy prohibits Sexual Misconduct, a form of sex discrimination, as defined herein.

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Reporting Structure

Title IX Coordinators ("Coordinators") at USG institutions shall have a direct reporting relationship to both the institution's President or the President's designee and the USG Assistant Vice Chancellor for Student Affairs or their designee. The President of each institution shall determine the organizational and operating reporting relationships for the Coordinators at the institution and exercise oversight of institutional issues relating to Sexual Misconduct. However, the Assistant Vice Chancellor for Student Affairs or designee shall have authority to direct the Coordinators' work at each institution as needed to address system-wide issues or directives. The President of each institution shall consult with the Assistant Vice Chancellor for Student Affairs on significant personnel actions involving Coordinators, to include but not be limited to, appointment, evaluation, discipline, change in reporting structure, and termination.

Former Policy Language: 6.7.2 (A) Institutional Reports

An institutional report occurs when the institution has notice of a complaint. That notice occurs in two instances:

1. When a Responsible Employee receives a complaint; or
2. When the Title IX Coordinator or their designee receives a complaint.

Any individual may make a report, but the institution does not have notice of the report until information is known to a Responsible Employee or the Coordinator. The report may be made directly to the Coordinator in multiple formats to include: writing, email, phone, letter, fax, interview, or other method that provides the basis of the complaint of sexual misconduct. There is no specific information required to constitute a report; however, the report should contain as much information as can be provided. Reporting options should be included on the Title IX website.

Complainants, or anyone with knowledge of Sexual Misconduct, may file a report with a Responsible Employee or the Coordinator. That Responsible Employee must provide a complete reporting of all information known to them to the Coordinator. Responsible Employees informed about Sexual Misconduct allegations should not attempt to resolve the situation, but must notify and report all relevant information to the Coordinator as soon as practicable.

Upon receipt of an institutional report, the Coordinator will contact the Complainant. That contact will discuss the availability of supportive measures, the invitation to discuss their wishes with respect to implementation of supportive measures, and explain the process of filing a complaint. An institutional report does not automatically prompt an investigation.

The Coordinator's identity and contact information shall be published by each institution prominently on the institution's website, as well as in any relevant publication. Each institution may choose to have Deputy Title IX Coordinators to whom reports may be made, as well.

The Coordinator shall notify the System Director of any allegation(s) of Sexual Misconduct that could, standing alone as reported, lead to the suspension or expulsion of the Respondent(s). The System Director will work with the institution to determine whether any support services or interim measure(s) are necessary and to assign an investigator who will work under the direction of the System Director or designee, if directed by System Director. If an allegation is not initially identified as one that would lead to the suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that could lead to the Respondent's suspension or expulsion, the Title IX Coordinator shall notify the System Director or designee. The System Director shall have the discretion to oversee the handling of the complaint.

Revised Policy Language in Change Tracker:

An institutional report occurs when the institution has notice of a complaint. That notice occurs in two instances:

1. When a Responsible Employee receives a complaint; or

2. When the Title IX Coordinator or their designee receives a complaint.

Any individual may make a report, but the institution does not have notice of the report until information is known to a Responsible Employee or the Coordinator. The report may be made directly to the Coordinator in multiple formats to include: writing, email, phone, letter, fax, interview, or other method that provides the basis of the complaint of sexual misconduct. There is no specific information required to constitute a report; however, the report should contain as much information as can be provided. Reporting options should be included on the Title IX website.

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The Coordinator's identity and contact information shall be published by each institution prominently on the institution's website, as well as in any relevant publication. Each institution may choose to have Deputy Title IX Coordinators to whom reports may be made, as well.

The Coordinator shall notify the ~~System Director~~ **The Assistant Vice Chancellor for Student Affairs or their designee** of any allegation(s) of Sexual Misconduct that could, standing alone as reported, lead to the suspension or expulsion of the Respondent(s). The ~~System Director~~ **Assistant Vice Chancellor for Student Affairs or designee** will work with the institution to determine whether any support services or interim measure(s) are necessary. ~~and to assign an investigator who will work under the direction of the System.~~ If an allegation is not initially identified as one that would lead to the suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that could lead to the Respondent's suspension or expulsion, the Title IX Coordinator shall notify the ~~System Director~~ **Assistant Vice Chancellor for Student Affairs or designee**. **The Assistant Vice Chancellor for Student Affairs or designee** shall have the discretion to oversee the handling of the complaint.

New Policy Language:

An institutional report occurs when the institution has notice of a complaint. That notice occurs in two instances:

1. When a Responsible Employee receives a complaint; or
2. When the Title IX Coordinator or their designee receives a complaint.

Any individual may make a report, but the institution does not have notice of the report until information is known to a Responsible Employee or the Coordinator. The report may be made directly to the Coordinator in multiple formats to include: writing, email, phone, letter, fax, interview, or other method that provides the basis of the complaint of sexual misconduct. There is no specific information required to constitute a report; however, the report should contain as much information as can be provided. Reporting options should be included on the Title IX website.

Complainants, or anyone with knowledge of Sexual Misconduct, may file a report with a Responsible Employee or the Coordinator. That Responsible Employee must provide a complete reporting of all information known to them to the Coordinator. Responsible Employees informed about Sexual Misconduct allegations should not attempt to resolve the situation, but must notify and report all relevant information to the Coordinator as soon as practicable.

Upon receipt of an institutional report, the Coordinator will contact the Complainant. That contact will discuss the availability of supportive measures, the invitation to discuss their wishes with respect to implementation of supportive measures, and explain the process of filing a complaint. An institutional report does not automatically prompt an investigation.

The Coordinator's identity and contact information shall be published by each institution prominently on the institution's website, as well as in any relevant publication. Each institution may choose to have Deputy Title IX Coordinators to whom reports may be made, as well.

The Coordinator shall notify The Assistant Vice chancellor for Student Affairs or their designee of any allegation(s) of Sexual Misconduct that could, standing alone as reported, lead to the suspension or expulsion of the Respondent(s). The Assistant Vice Chancellor for Student Affairs or designee will work with the institution to determine whether any support services or interim measure(s) are necessary. If an allegation is not initially identified as one that would lead to the suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that could lead to the Respondent's suspension or expulsion, the Title IX Coordinator shall notify the Assistant Vice Chancellor for Student Affairs or designee. The Assistant Vice Chancellor for Student Affairs or designee shall have the discretion to oversee the handling of the complaint.