



**District Planning and Advisory Council
Human Resources Planning
Subcommittee**

**March 17, 2025
SSC 223
11:00 a.m. – 12:00 p.m.**

Agenda

I. Call to Order

Committee Members

Administration

DeMorst, Wendy

Lee-Lewis, Sherri, Co-Chair

Management

Beidleman, Tracy

Long, Carol

Academic Senate

London, Jamar

Student Representatives

Salgado, Valeria Castillo

Lee, Tiffany

CSEA

DiGregorio, Anisha, Co-Chair

Green, Kennisha

Willoughby, Debra

Faculty Association

Vacant

II. Public Comments

III. Chair Updates

IV. Approval of Minutes from 02/03/2025

V. Old Business

a. EEO Plan Approval Status

https://admin.smc.edu/administration/human-resources/documents/EEO_Documents/EEOPlanFinal.pdf

VI. New Business

a. Faculty Committee Member

b. AR 3434: Prohibition of Sexual Harassment under Title IX

VII. Schedule Next Meeting

VIII. Adjourn Meeting

U.S. Department of Education

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PRESS RELEASE

U.S. Department of Education to Enforce 2020 Title IX Rule Protecting Women

Education Department will return to enforcing Title IX protections on the basis of biological sex in schools and on campuses

JANUARY 31, 2025

Today, the U.S. Department of Education sent a “Dear Colleague” letter to K-12 schools and institutions of higher education advising educators and administrators that the department’s Office for Civil Rights will enforce the Trump Administration’s 2020 Title IX Rule. This letter comes after Republican Attorneys General [successfully challenged](#) the Biden Administration’s 2024 Title IX rewrite, which the United States District Court for the Eastern District of Kentucky [ruled](#) was unlawful and, therefore, unenforceable in schools, colleges, and universities nationwide.

The department will return to enforcing Title IX protections on the basis of biological sex in schools and on campuses. Returning to the 2020 Title IX Rule also ends a serious threat to campus free speech and ensures much stronger due process protections for students during Title IX proceedings.

“The Biden Administration’s failed attempt to rewrite Title IX was an unlawful abuse of regulatory power and an egregious slight to women and girls. Under the Trump Administration, the Education Department will champion equal opportunity for all Americans, including women and girls, by protecting their rights...

to safe and separate facilities and activities in schools, colleges, and universities,” said Acting Assistant Secretary for Civil Rights Craig Trainor.

Resources pertaining to the 2020 Title IX Rule, now applicable again, are available [here](#).

Read the full Dear Colleague Letter [here](#).

CONTACT

Press Office | press@ed.gov | (202) 401-1576 | Office of Communications and Outreach (OCO)

Office of Communications and Outreach (OCO)

Page Last Reviewed: January 31, 2025

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UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

THE ACTING ASSISTANT SECRETARY

February 4, 2025

Dear Colleague:

This letter¹ is to clarify that, in light of a recent court decision, the United States Department of Education's (ED) Office for Civil Rights (OCR) will enforce Title IX under the provisions of the 2020 Title IX Rule,² rather than the 2024 Title IX Rule.³ Accordingly, lawful Title IX enforcement includes, *inter alia*, the definition of sexual harassment, the procedural protections owed to complainants and respondents, the provision of supportive measures to complainants, and school-level reporting processes as outlined in the 2020 Title IX Rule.

On January 9, 2025, the United States District Court for the Eastern District of Kentucky issued a decision that vacated the entirety of the 2024 Title IX Rule nationwide.⁴ Prior to that decision, federal courts in other jurisdictions had enjoined the 2024 Title IX Rule, which amounted to a prohibition against its enforcement in 26 states.⁵ Although the United States Department of Justice is responsible for determining whether to appeal the United States District Court for the Eastern District of Kentucky's vacatur order, that judgment was immediately effective and no portion of the 2024 Title IX Rule is now in effect in any jurisdiction.

In addition, on January 20, 2025, President Trump issued an Executive Order, [Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government](#). President Trump ordered all agencies and departments within the Executive Branch to "enforce all sex-protective laws to promote [the] reality" that there are "two sexes, male and female," and that "[t]hese sexes are not changeable and are grounded in fundamental and incontrovertible reality." ED and OCR must enforce Title IX consistent with President Trump's Order.

¹ This letter replaces and supersedes the January 31, 2025, letter issued on Title IX enforcement.

² 85 Fed. Reg. 30026 (2020).

³ 89 Fed. Reg. 33474 (2024).

⁴ *Tennessee v. Cardona*, No. 24-0072-DCR, 2025 WL 63795, at *6 (E.D. Ky. Jan. 9, 2025).

⁵ See *Alabama v. U.S. Sec. of Educ.*, No. 24-12444, 2024 WL 3981994 (11th Cir. Aug. 22, 2024); *Oklahoma v. Cardona*, No. CIV-24-00461-JD, 2024 WL 3609109 (W.D. Okla. July 31, 2024); *Arkansas v. Dep't of Educ.*, No. 4:24-CV-636-RWS, 2024 WL 3518588 (E.D. Mo. July 24, 2024); *Texas v. United States*, No. 2:24-CV-86-Z, 2024 WL 3405342 (N.D. Tex. July 11, 2024); *Kansas v. Dep't of Educ.*, No. 24-4041-JWB, 2024 WL 3273285 (D. Kan. July 2, 2024); *Louisiana v. Dep't of Educ.*, No. 3:24-CV-00563, 2024 WL 2978786 (W.D. La. June 13, 2024).

In light of the recent federal court decision vacating the 2024 Title IX Rule, and consistent with President Trump's *Defending Women* Executive Order, the binding regulatory framework for Title IX enforcement includes the principles and provisions of the 2020 Title IX Rule and the longstanding Title IX regulations outlined in 34 C.F.R. 106 et seq., but excludes the vacated 2024 Title IX Rule. Accordingly, open Title IX investigations initiated under the 2024 Title IX Rule should be immediately reevaluated to ensure consistency with the requirements of the 2020 Title IX Rule and the preexisting regulations at 34 C.F.R. 106 et seq.

Resources pertaining to Title IX and the 2020 Title IX Rule are available [here](#).

Sincerely,

/s/

Craig Trainor
Acting Assistant Secretary for Civil Rights
United States Department of Education