

<b>Aspect</b>	<b>2024 Rule</b>	<b>2020 Rule</b>
<b>Grievance Process: Rights of the Parties Involved</b>	No requirement to hold a live hearing; eliminated mandatory cross-examination by advisor/attorney; parties can propose questions, but no obligation for decision makers to ask them.	Included mandatory cross-examination through party advisors/attorneys; hearing required with impartial decision makers.
<b>Sex Discrimination: ‘Denying a student’s benefits or excluding participation on the basis of sex’</b>	Must report conduct that may constitute sex discrimination; applies only to non-confidential employees; defined steps required to address sex-based discrimination.	Required institutions to address sexual harassment as a form of sex discrimination.
<b>LGBT+ Discrimination: Denying a student’s benefits or excluding participation on the basis of sexual orientation or gender identity</b>	Expands definition to include sexual orientation, gender identity, sex characteristics, and stereotypes; allows participation in activities consistent with gender identity.	Did not explicitly address LGBT+ discrimination. However, President Trump issued an Executive Order stating that sex is defined as “two sexes, male and female.”
<b>Informal Resolution</b>	Informal resolution process initiated upon request by complainant at the Title IX office.	Formal complaint required to initiate informal resolution process.
<b>Notice of Allegations and Complaint</b>	Schools no longer required to provide details of allegations, only written notice with sufficient response time.	Schools were required to give respondents sufficient details of the allegations with time to respond.
<b>Mandatory Dismissal</b>	No mandatory dismissal of complaint.	Mandatory dismissal of the complaint if conduct does not meet Title IX sexual harassment definition.
<b>Appeal</b>	Parties allowed to appeal, but with a higher standard for demonstrating an appeal should be granted; must prove a procedural irregularity that would ‘change the outcome’ of the matter.	Parties allowed to appeal a decision; must prove a procedural irregularity occurred that ‘affected the outcome’ of the matter.

<p><b>Sexual Harassment</b></p>	<p>‘Sexual Harassment’ redefined as ‘sex-based harassment,’ including quid pro quo sexual harassment, sexual assault, dating violence, domestic violence, hostile environment harassment, and stalking. Expanded scope to include harassment that ‘denies or limits’ equal access to education.</p>	<p>Sexual harassment must be so ‘severe and pervasive’ that it ‘effectively denies’ equal access to education. Institutions must respond to complaints in a way that is not ‘deliberately indifferent.’</p>
<p><b>Pregnancy</b></p>	<p>‘Reasonable modifications’ for pregnant students, including voluntary leaves of absence and lactation spaces. Requires reinstatement upon return to prior academic status. No mandatory dismissal.</p>	<p>Former ‘reasonable and responsive’ standard; definition: ‘pregnancy and related conditions.’ Prohibits discrimination against pregnant students.</p>