

# Title IX

Protecting people from harassment and discrimination requires an understanding of institutional obligations, reporting procedures, and the roles of Title IX coordinators, as well as the support and services available to survivors. As a community, you'll have to focus on fairness and equality, foster safe, supportive environments, and ensure equal opportunities for everyone.



## Key Takeaways:

- Institutions must provide a notice of nondiscrimination and make it widely accessible, and they must promptly address any complaints of sex-based discrimination.
- Title IX protections cover all educational programs and activities, including those off-campus and outside the United States, ensuring fair treatment for all individuals.
- Schools must offer supportive measures to survivors of discrimination or harassment and provide clear procedures for reporting and handling complaints.
- Title IX coordinators ensure their school complies with the law, oversee investigations and disciplinary processes. They must not have conflicting responsibilities.

## Key Terms:

- Sex Discrimination:** Any discrimination based on sex stereotypes, characteristics, pregnancy, sexist attitudes, or assumptions about gender roles
- Sex-Based Harassment:** Unwanted sexual behavior, advances, or remarks, including stalking, touching, and obscene communications
- Sexual Violence:** Any non-consensual sexual act, including sexual assault, battery, and coercion
- Hostile Environment:** Conduct that is so severe, pervasive, and objectively offensive that it denies a person equal access to education or activities

## Institutional Obligations:



**Handling Complaints:** Schools must take immediate action to address complaints, ensure fair treatment for all parties, and prevent ongoing discrimination.



**Supportive Measures:** Provide accommodations such as class schedule changes, housing modifications, and counseling to ensure continued access to education.



**No Retaliation:** Protect individuals from retaliation for filing or participating in complaints.

## Reflection:

Think about a time when you were aware of a situation that could have involved sex-based discrimination or harassment. How was it handled? What could have been done differently to better align with Title IX procedures and support measures?

# Foundations of Title IX

Title IX is a federal law that prohibits sex-based discrimination in educational institutions receiving federal funding. It provides protections against sexual harassment, sexual violence, and discrimination based on pregnancy, sexist attitudes, and assumptions about gender roles. The law's application has been expanded beyond athletics to encompass all educational programs and activities.



## Ensure Non-Discriminatory Policies:

Verify that all educational programs and activities are free from sex-based discrimination. Respond promptly and effectively to any reports of sexual misconduct to maintain a safe educational environment.



## Implement Grievance Procedures:

Establish and publicize clear grievance procedures for complaints of sex discrimination, including sexual harassment and violence. Ensure all staff and students are aware of the procedures and how to access them.



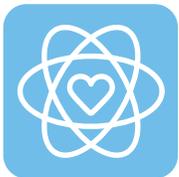
## Prohibit Retaliation:

Protect individuals who file complaints or participate in Title IX investigations from retaliation. Enforce strict consequences for any retaliatory actions taken against complainants or witnesses.



## Educate and Train Staff and Students:

Conduct regular training sessions on Title IX requirements and protections. Ensure all members of the institution understand their rights and responsibilities under Title IX.



## Promote a Culture of Respect and Fairness:

Foster an inclusive and supportive environment where all individuals feel valued and respected. Encourage open dialogue about inclusivity and belonging within the institution.



## Utilize Resources and Support:

Access additional information and resources from the Department of Education's website at [www.ed.gov](http://www.ed.gov). Seek guidance and support from Title IX coordinators and external experts as needed.



## Monitor and Review Compliance:

Conduct regular audits and reviews of institutional practices to ensure ongoing compliance with Title IX. Review and update policies to include protections based on sex stereotypes, sex characteristics, and pregnancy.