

# Expanding Articulation: Title IX at the Intersections

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# What is Title IX?

- 1972 Federal Law: bans sex discrimination in educational programs and activities receiving federal financial assistance.
- Applicable to both employees and students
- Enforced by US Department of Education



## *How It Applies*

- Protection applies at all elementary and secondary schools—public or private—that receive federal financial assistance
- Extends to all aspects of these institutions' education programs and activities.
- Prohibits all forms of sex discrimination, including gender-based harassment, sexual harassment, and sexual violence. Also includes nonconformity with sex stereotypes and pregnant and parenting students.



## *Misapplication of Title IX*

The focus on sexual assault on college campuses is well meaning, but tends to have a race neutral application and miss the dynamic ways women of color experience discrimination.

**Why is this a  
problem?**

Begin finding the



**Why is this a  
problem?**

Begin finding the  
intersections  
activity.

## *2014 DCL on Discipline*

- Title IX regulations prohibit separate or different rules of behavior, sanctions, or other treatment, such as discriminatory discipline, based on sex
- DOJ and OCR issue joint Dear Colleague letter Jan 2014 addressing school discipline

# **What can institutions do?**

- Develop a Title IX strategic plan
- Train personnel
- Partner with K-12 schools
- Collect data





## *Title IX Strategic Plan*

- Institutionalizes data collection and legal research
- Outlines subject matter areas: discipline, academic access, gender based violence, etc.
- Includes access to complaint process, accommodations, **and** policy review.



**Build your plan.**

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