



FEMINIST MAJORITY FOUNDATION

## CHOICES CAMPUS LEADERSHIP PROGRAM

WORLD'S LARGEST PRO-CHOICE STUDENT NETWORK

# TITLE IX COORDINATORS ON CAMPUS

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## WHAT IS TITLE IX?

Title IX—the landmark federal legislation mandating gender equity in education passed by Congress in 1972—says “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.” Title IX prohibits sex discrimination against students and employees in all levels of education. It covers all aspects of education from athletics to academics, and prohibits discrimination in facilities, benefits, opportunities, career guidance, employment, school climate, sexual assault, testing, discipline, and much more.

## WHO ARE REQUIRED TITLE IX GENDER EQUITY COORDINATORS?

The 1975 Title IX Regulation specifies that each recipient of federal aid is required to “designate at least one employee to coordinate its efforts to comply with and carry out Title IX responsibilities” and “to make the Coordinators’ names and contact information public”. For example, Harvard University has an overall Title IX Officer and about 50 Title IX Coordinators for its many schools.

The US Department of Education (ED) is taking more responsibility to implement this Title IX Coordinator requirement. In April 2015, ED’s Office for Civil Rights (OCR) issued guidance on Title IX Coordinators’ roles and responsibilities<sup>1</sup>. This guidance not only recommended that the Title IX Coordinators be adequately supported by their school, but that they take a proactive role in preventing sex discrimination. Additionally, ED promised to provide public contact information on Postsecondary Education Title IX Coordinators in 2016. Some of this information is already available as part of each institution’s Clery Act campus security report which can be found by using the “Campus Safety and Security Data Analysis Cutting Tool”. Although the Clery report should be updated annually, the contact information on Title IX Coordinators on the institution’s web

page may not be as current and comprehensive as the required Title IX Coordinator information on the school’s web pages.

## WHY A CAMPAIGN TO ENSURE EFFECTIVE TITLE IX COORDINATORS ON COLLEGE CAMPUSES NOW?

Since Title IX Coordinators have been underutilized in recent years and since their responsibilities have become more complex (especially in areas of sexual harassment and assault where many also help implement Clery Act requirements), it is important to ensure that your school has an active and well trained team of Title IX Coordinators to provide equity leadership in the prevention of all types of sex and gender discrimination, including sexual orientation and gender identity.

Equity organizations such as the Feminist Majority Foundation (FMF) and the American Association of University Women (AAUW) are identifying and posting information on Title IX Coordinators at the State Education Agency level and in K-12 public schools. If each of the 97,000 public schools, 16,000 K-12 school districts, and 7,000 postsecondary institutions had a well-qualified, proactive Title IX Coordinator, there would be over 100,000 gender equity leaders.

## TITLE IX COORDINATOR CHECKLIST

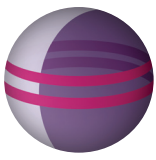
Campus feminists can use this checklist to help ensure that Title IX coordinators help advance equality.

### **Identify, obtain, and use contact information on their school’s Title IX Coordinators and others with gender equity responsibilities.**

If no qualified and adequately supported Title IX Coordinator(s) are located on the school’s web page and the Clery report, campus groups can work with their school’s administration to change this. Even private postsecondary institutions whose students receive federal financial aid are required to have Title IX Coordinators.

<sup>1</sup> <http://www2.ed.gov/policy/rights/guid/ocr/title-ix-coordinators.html>

<sup>2</sup> <http://ope.ed.gov/security/>



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- ✓ **Learn if there is easily available information on your school's Title IX web page** including grievance procedures, compliance standards, Clery Act and other Title IX related reports and gender equity resources including student and faculty groups which support equity and diversity. Advise your Title IX Coordinator of missing information.
- ✓ **Learn about responsibilities of Title IX Coordinators.** Are they aware of and using the 2015 OCR Title IX Coordinator Guidance? Are they well qualified and committed gender equity leaders? Do they have other assignments that conflict with, or limit, their Title IX Coordinator work? Do they address all types of sex discrimination or just sexual harassment and assault or sex discrimination in athletics? Are they well supported by the school's administration and effective? Do they have a budget for their gender equity work? Do all stakeholders know about how their Title IX Coordinators should be helpful in identifying and ending sex discrimination?
- ✓ **What are the schools' Title IX Coordinators doing to inform all stakeholders on campus about their rights and responsibilities under Title IX?** Would it make sense for your organization to work with their Title IX Coordinators on training or other activities intended to increase Title IX compliance on your campus?
- ✓ **Become a well-informed Title IX advocate.** Make full use of high quality gender equity resources with special attention to websites of national gender equity organizations such as members of the National Coalition for Women and Girls in Education<sup>3</sup>. Some of these websites such as [www.notalone.org](http://www.notalone.org) and [www.SSAIS.org](http://www.SSAIS.org) provide information on stopping or, if needed, in responding to important violations of Title IX such as sexual assault with legal or other action.
- ✓ **Are there sex discrimination challenges on your campuses that the Title IX Coordinators should be addressing?** Are Title IX Coordinators collecting information that is easy to analyze by sex and race and other categories such as disabilities or wealth, to help better understand and address disparities?
- ✓ **What have you learned from your Title IX Coordinator about sex discrimination challenges that you should also be aware of ending?** Are Title IX Coordinators collecting information that is easy to analyze by sex and race and other categories such as disabilities or wealth, to help better understand and address disparities?
- ✓ **Are you meeting with the Title IX Coordinators and Gender equity experts to end sex discrimination?** This may be done for specific projects or by forming advisory groups to meet on a regular basis with the Title IX Coordinators to advance gender equality.
- ✓ **What are you doing to ensure that others on campus know about their rights to be free of sex discrimination and how the Title IX Coordinators could be helpful?** Educate others about Title IX by using social media and personal contacts to press your institution and all other institutions covered by Title IX to stop all illegal sex discrimination both in and through education.
- ✓ **Report back to your Feminist campus organizer (CampusTeam@feminist.org) or Feminist Majority Foundation Education Equity Director Sue Klein (sklein@feminist.org) on your results.** FMF will provide a format to help you produce insightful reports.

<sup>3</sup> <http://www.ncwge.org>

EDUCATION EQUALITY PROGRAM

TITLE IX ACTION NETWORK  
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