Understanding the University's Discrimination &

Federal and State Civil Rights Laws

Title VI of the Civil Rights Act of 1964 – prohibits discrimination based on race, color, or national origin in programs and activities that receive federal financial assistance

Title IX of the Education Amendments of 1972 – prohibits discrimination based on sex in programs and activities that receive federal financial assistance

Section 504 of the Rehabilitation Act of 1973 – prohibits discrimination based on disability in programs and activities that receive federal financial assistance

Age Discrimination Act of 1975 – prohibits discrimination based on age in programs and activities that receive federal financial assistance

Title VII of the Civil Rights Act of 1964 – prohibits discrimination based on race, color, religion, sex, and national origin in employment

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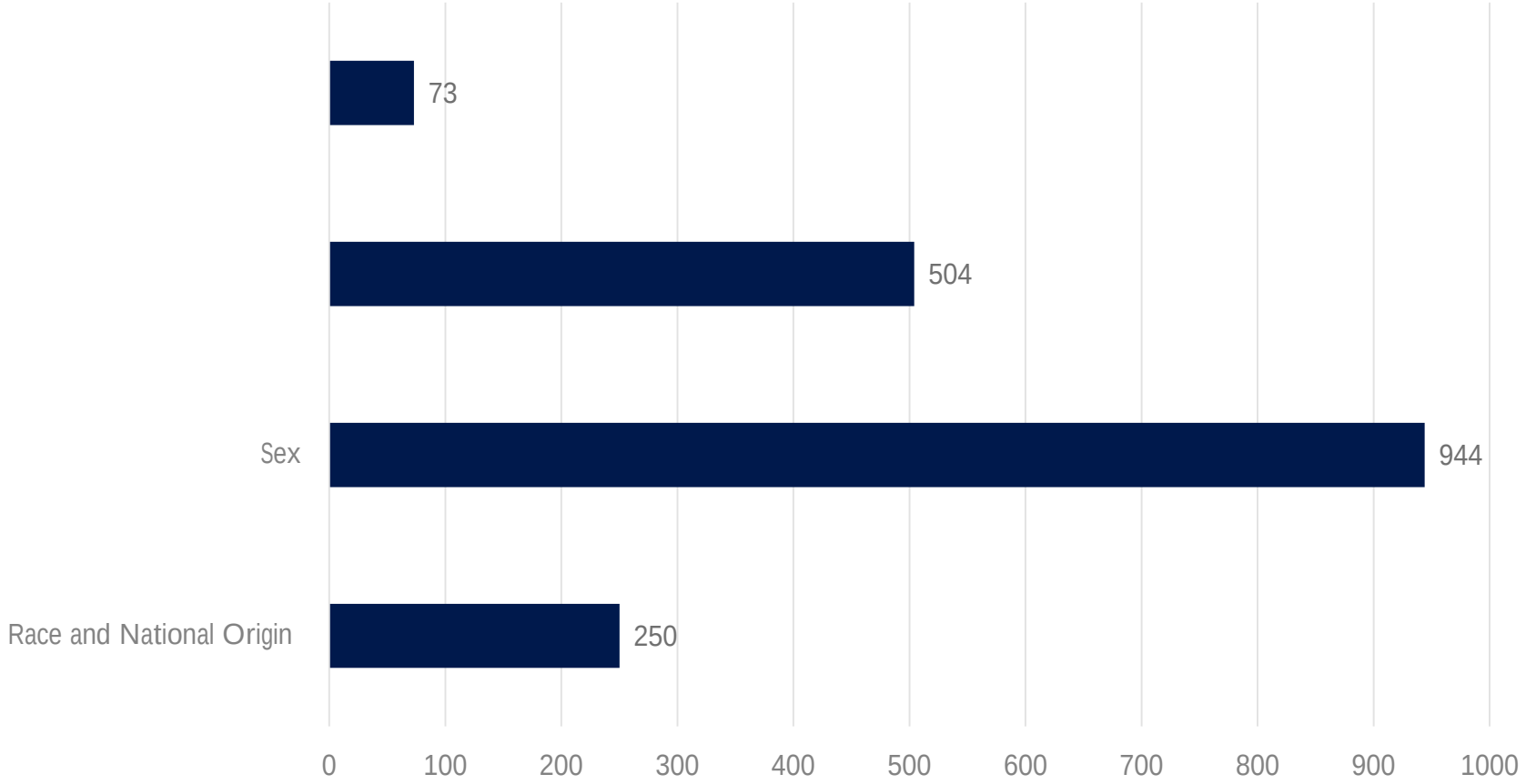
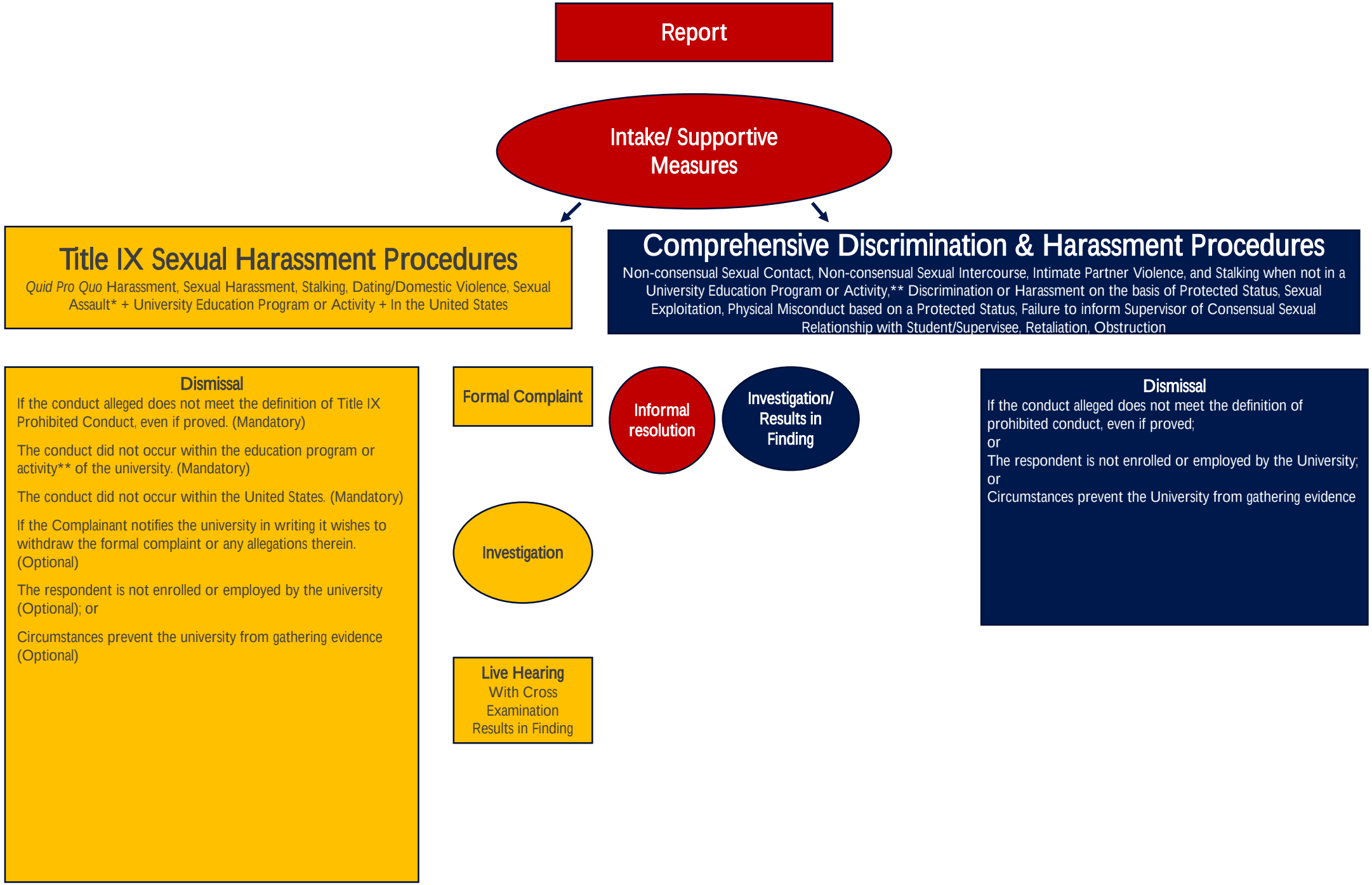
Dept. of Education Office for Civil Rights Open Investigations Involving Postsecondary Ed.



University's Discrimination & Harassment Policy-Prohibited Conduct

- *Quid Pro Quo* Harassment
- Sexual Harassment
- Sexual Assault
- Stalking
- Dating Violence
- Domestic Violence
- Non-consensual sexual contact
- Non-consensual sexual intercourse
- Sexual Exploitation
- Intimate Partner Violence

- Discrimination on a Protected Status
  - Protected Status = race, color, national origin, ancestry, age, religion, creed, disability, sex, sexual orientation, gender identity, gender expression, genetic information, marital status, pregnancy, veterans status, military enlistment
- Harassment on a Protected Status
- Physical Misconduct based on a Protected Status
- Failure to inform supervisor of consensual sexual


Report
Intake/ Supportive Measures
Title IX Sexual Harassment Procedures
Quid Pro Quo Harassment, Sexual Harassment, Stalking, Dating/Domestic Violence, Sexual Assault* + University Education Program or Activity + In the United States
Comprehensive Discrimination & Harassment Procedures
Non-consensual Sexual Contact, Non-consensual Sexual Intercourse, Intimate Partner Violence, and Stalking when not in a University Education Program or Activity,** Discrimination or Harassment on the basis of Protected Status, Sexual Exploitation, Physical Misconduct based on a Protected Status, Failure to inform Supervisor of Consensual Sexual Relationship with Student/Supervisee, Retaliation, Obstruction
Dismissal
If the conduct alleged does not meet the definition of Title IX Prohibited Conduct, even if proved. (Mandatory)
The conduct did not occur within the education program or activity** of the university. (Mandatory)
The conduct did not occur within the United States. (Mandatory)
If the Complainant notifies the university in writing it wishes to withdraw the formal complaint or any allegations therein. (Optional)
The respondent is not enrolled or employed by the university (Optional); or
Circumstances prevent the university from gathering evidence (Optional)
Formal Complaint
Informal resolution
Investigation/ Results in Finding
Investigation
Live Hearing
With Cross Examination
Results in Finding
Dismissal
If the conduct alleged does not meet the definition of prohibited conduct, even if proved;
or
The respondent is not enrolled or employed by the University;
or
Circumstances prevent the University from gathering evidence

Resolution Options

- Inquiry
  -

Examples of When Equal Opportunity & Title IX Opens an Investigation

- Alleged conduct, if true, could constitute Prohibited Conduct **and**:
  - Complainant requests a formal investigation; OR
  - Report(s) indicate(s) a potential pattern of Prohibited Conduct; OR
  - Report indicates a health and safety risk to the Complainant or University community.

Office of Equal Opportunity & Title IX Contact Information

Office of Equal Opportunity & Title IX

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