“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, Education Amendments of 1972
WHAT IS TITLE IX?

- Title IX is a federal law that prohibits sex discrimination in any educational institution or program that receives federal funding.
- Sex discrimination includes sexual harassment, sexual assault, dating & domestic violence, stalking and other forms of discrimination on the basis of sex.
- Title IX applies to faculty, staff, students, volunteers, and other participants in an institution’s programs and activities.
- Title IX applies to any incident of sex discrimination that occurs as part of the institution’s programs or activities within the United States.

WHAT DOES TITLE IX REQUIRE?

- When a school has actual notice of an incident of sexual harassment, it must promptly offer reasonable supportive measures and explain the process for filing a formal complaint. A school must take the appropriate steps to eliminate discrimination, prevent its reoccurrence, and address its effects.
- A school must take proactive steps to address individual incidents as well as environmental factors contributing to sexual harassment and violence.
- A school must have a written policy against sexual harassment as well as clear grievance procedures.
- A school must have a designated point person to receive and investigate Title IX complaints and staff to address related issues.
- Parties involved in a sexual harassment or violence complaint must be treated fairly and have ongoing access to a transparent and impartial resolution process.
- Parties involved must have access to supportive measures regardless of whether a formal complaint is filed or an alternative or formal resolution process is pursued.

THE TITLE IX SEXUAL HARASSMENT AND RELATED CONDUCT POLICY COVERS:

- Sexual Harassment is conduct on the basis of sex that satisfies one or more of the following:

  1. Quid Pro Quo Sexual Harassment: when a university employee conditions the provision of aid, benefit, or service on an individual’s participation in unwelcome sexual conduct.
  2. Hostile Environment Sexual Harassment: unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university’s programs or activities.
  3. Sexual Assault: any sexual act directed against another person without the consent of the victim, including instances where the victim is incapable of giving consent.
  4. Dating Violence: any act of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where they existence of such a relationship is determined based on a consideration of the length, type, and frequency of interactions between the persons involved in the relationship.
  5. Domestic Violence: a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
  6. Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

The full text of the Policy may be accessed through the Title IX website at TitleIX.gwu.edu.