

# Title IX



## What is Title IX?

*"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..."*

— 20 U.S.C. § 1681

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on gender in educational programs which receive federal financial assistance. While athletics are one component of Title IX, other programs and activities which may be included are: recruitment, admissions, financial aid, and scholarships; course offerings and access; hiring and retention; and benefits and leave. Title IX also protects student and employees, both male and female, from unlawful sexual harassment in school programs and activities. The requirements of Title IX pertaining to sexual harassment also covers sexual violence.

Allen Community College is committed to providing an environment free from discrimination based on sex. Pursuant to Title IX, Allen's Title IX Coordinator is the designated agent for the college with primary responsibility for coordinating the college's Title IX compliance efforts.

## Title IX Coordinator Responsibilities

The Title IX Coordinator is responsible for overseeing the college's Title IX compliance efforts. This includes:

- Oversee all Title IX complaints and identify and address any patterns or systemic problems that arise during the review of such complaints
- Ensure that complaints of sexual discrimination, sexual harassment, sexual misconduct, or sexual assault are handled through consistent practices and standards
- Where appropriate and necessary, conduct investigations on complaints of sexual discrimination, sexual harassment, sexual misconduct, or sexual violence
- Prepare and disseminate educational materials, including brochures, posters and web-based materials that inform members of the college community of Title IX rights and responsibilities
- Coordinate training for students about their rights under Title IX and grievance procedures
- Coordinate in-service training for all employees concerning Title IX policy
- Aid the local police officers on appropriate responses to reports of sexual misconduct or sexual violence

## When should I contact the Title IX Coordinator?

Any student, faculty or staff member, or applicant for admission or education who has concerns about sex discrimination or sexual misconduct is encouraged to seek the assistance of the Title IX Coordinator.

Contact the coordinator if you:

- Wish to understand your options if you think you may have encountered sex discrimination or sexual misconduct
- Learn of a situation that you feel may warrant a college investigation
- Need help on how to handle a situation by which you are directly or indirectly affected
- Seek guidance on possible informal remedies or administrative measures to de-escalate or alleviate a demanding situation
- Have questions about Allen Community College's policies and procedures

The coordinator can also facilitate a formal or informal complaint with the college's Human Resources or Student Affairs offices or a police investigation with the local Police Department.

### **Confidentiality**

Conversations with the Title IX Coordinator are kept as confidential as possible, but information about incidents of sexual misconduct must be shared with relevant administrators if the college needs to act for reasons of community safety. In all cases, the wishes of the person initiating the conversation are given full consideration.

