

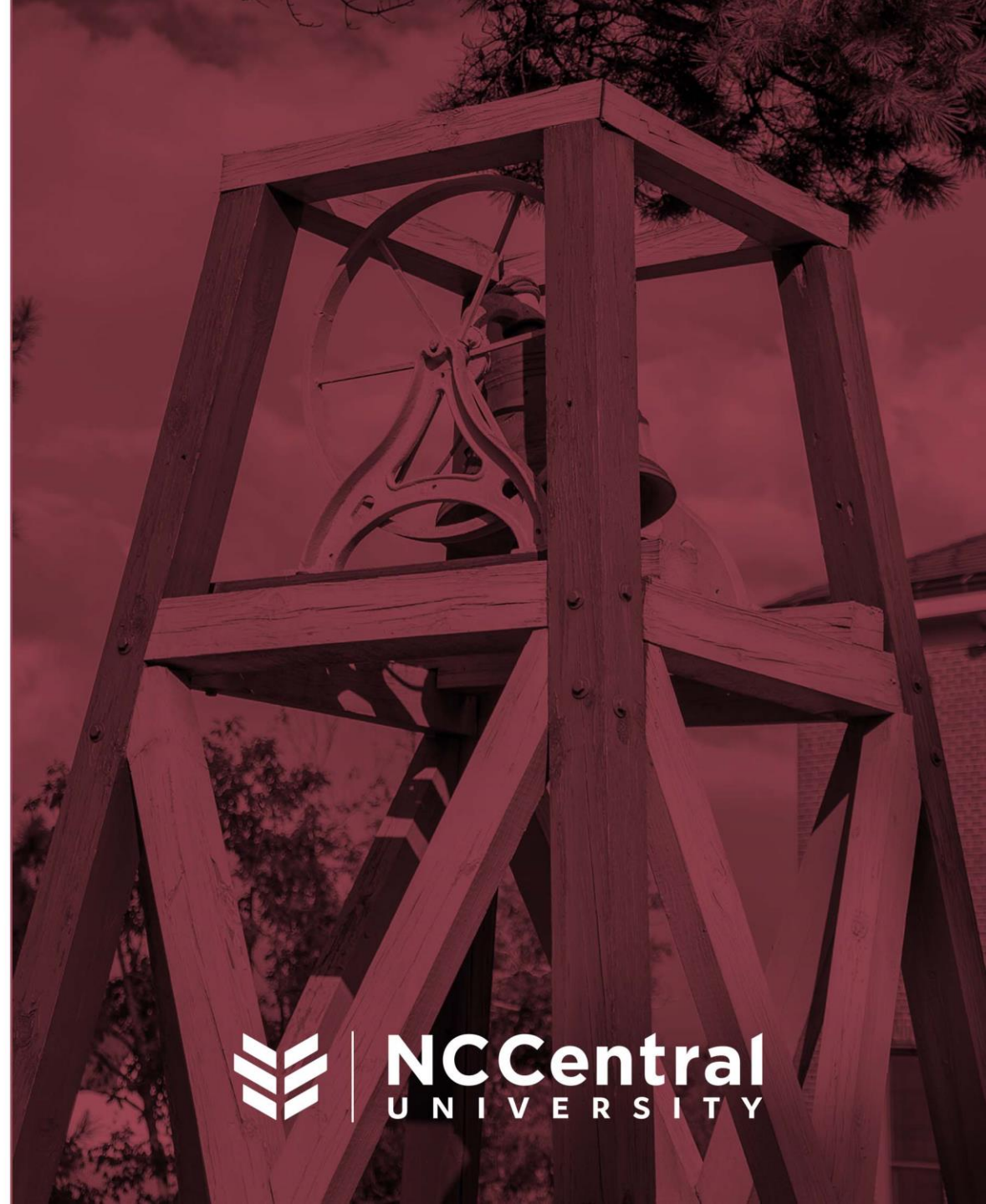


Office of Title IX

---

# New Title IX Regulations

---





# Title IX Statute

“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 educational program or activity receiving federal financial assistance.

Education Amendments of 1972  
20 U.S.C. § 1681 & 34 C.F.R. Part 106



# Expansion of Definitions

- Sex Based Discrimination includes discrimination on the basis of:
    - Gender identity
    - Sex Stereotypes
    - Sex characteristics
    - Sexual Orientation
    - Pregnancy (or related conditions)
- \*Sex segregated athletics not included in new regulations - expected in 2025







# Sex-Based Harassment Defined

## Quid Pro Quo

- Broadened to include acts of an employee agent, or another person authorized by institution to provide an aid, benefit, or service of the institution

## Hostile Environment

- Broadened definition to conduct that is severe **OR** pervasive
- Provides factors to assess for hostile environment

## Clery Crimes

- Sexual assault, dating/domestic violence, and stalking





# Pregnancy and related conditions



- Must provide reasonable modifications based on individualized needs (but don't have to fundamentally alter program)
- Right to reinstatement to academic status
- Explicit requirement for lactation space other than a bathroom
- Important: Pregnancy reporting and requirement of providing information

# Revised Grievance Hearings

- Live hearing - cross examinations are no longer required, instead the decision maker or investigator will question parties
- Adjudication: must include mechanism that permits decision maker to question parties and witnesses





A person's hands are shown writing on a document with a pen. The background features large, stylized, maroon letters with a white outline that spell out 'NCCU'. The scene is set against a dark background, and the lighting is focused on the hands and the document.

# NCCU

## Notification and Information Requirements/Training

- Differ, based on category of employees, schools must train employees about their obligation to address annually.
- Officials with authority; administrators, faculty, and advisors: must report to TIXC
- Confidential employees: must provide reporting party the TIXC's contact info

\*Institution can make all faculty/staff mandatory reporters\*



Ciarra Joyner (she/her)

919-530-7944

[ciarra.joyner@nccu.edu](mailto:ciarra.joyner@nccu.edu)

