

## FACT SHEET ABOUT

# Basic Requirements of Title IX of the Education Amendments Act of 1972, as amended, as it applies to Educational Programs and Activities

Title IX of the Education Act (Title IX) amendments prohibits a recipient from discriminating on the basis of sex: student admissions, scholarship awards, and tuition assistance, recruitment, of students and employees, the provision of courses and other academic offerings, the provision of and participation in athletics and extracurricular activities, and all aspects of employment. It, also, prohibits such discrimination conducted by non-educational institutions, including but not limited to prisons, museums, job training institutes, and for profit and non-profit organizations.

- Covers park and recreation operated and sponsored classes
- Covers recipients of federal financial assistance
- Recipients must designate a responsible Title IX coordinator
- Recipients must adopt a grievance procedure
- Recipients must complete a self-evaluation of its education and training programs to determine compliance
- Religious organizations are exempt
- Section 501(a) tax exempt groups, voluntary youth and other groups where members have been traditionally limited to one sex (i.e. Girl Scouts/Boy Scouts, YMCA/YWCA) are exempt from Title IX
- Entire system is covered not just the part directly receiving funds
- Federal financial assistance is more than money-land, supplies, etc.
- Primary recipients must impose same requirements on sub-recipients as is imposed by Title VI of the Civil Rights Act on them (i.e. pre and post award compliance reviews)
- Notification must be provided continuously to beneficiaries and participants that recipient programs are open to all on a non-discriminatory basis regardless of one's sex. The notification must, also, describe how and to which Federal agency one may complain.
- Contractual or other agreements must not discriminate
- There is no discrimination, where by Federal law the program is limited to Native Americans, natives of certain territories or Alaska natives



- Recipients must keep such records as the Secretary deems necessary to determine compliance
- Complaints must be filed within 180 days of alleged discrimination
- Written assurances not to discriminate based on race, color, or national origin must be provided with every application for assistance
- Periodic compliance reviews are required
- Voluntary resolution must be attempted by agency
- If voluntary resolution cannot be achieved then fund termination after hearing process (“pin-point provision” required) and/or submit to the Department of Justice for litigation

