



# Title IX Regulations

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# Agenda: The Title IX Top Nine

**TITLE  
IX**

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**What is covered?**

2

**Who is covered?**

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**Title IX  
Coordinator  
duties**

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**Notice and  
reporting**

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**General  
grievance  
procedures**

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**Grievance  
procedures for  
sexual  
harassment on  
campus**

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**Athletics**

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**Pregnancy**

# What Is Covered?

## TITLE IX

All forms of sex discrimination

Expanded geographic scope

- Sexual harassment (broader definition)
- Sexual violence
- Sexual orientation and gender identity discrimination
- Family status and pregnancy
- Retaliation

# Who Is Covered?

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IX



Students



Third parties



Employees



Current religious  
exemptions apply

# Title IX Coordinator Duties

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TITLE  
IX



Lots of responsibilities

- Notify about grievance procedures and informal resolution
- Initiate complaints
- Supportive measures
- Respond to reports by employees

# Notice and Reporting

## TITLE IX

Differ depending on employee involved



**Confidential employees**



**Non-confidential employees with responsibility for administrative leadership, teaching, advising or instituting corrective measures**



**Other non-confidential employees**

# Training

## TITLE IX



Differs depending on category of employee<sup>ie</sup>



Must occur promptly upon hiring or change of position that alters Title IX duties and annually thereafter



Materials must be made available for inspection upon request

# General Grievance Procedures

## TITLE IX

Must be prompt, equitable, free from conflict or bias, protect privacy

Evidentiary, notice, and dismissal rules apply

Single-investigator model and informal resolution allowed

Process to assess credibility required

Preponderance of the evidence standard, with one exception



# General Grievance Procedures for Sexual Harassment on College Campuses

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Procedures apply to student complainants and respondents

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Additional requirements about notice, dismissal, investigations, access to evidence apply

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Option to provide live hearing available, with lots of rules around questioning parties and witnesses

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Appeals process required

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# Athletics

## TITLE IX

**1**

**Not addressed in regulations**

**2**

**De minimis harm standard does not apply**

# Pregnancy

## TITLE IX

Covers termination and lactation

- Lactation rooms required

Treat like other temporary medical conditions

Requires reasonable modifications, including voluntary leave of absence

Limits on documentation

Title IX Coordinator involvement

# Resources



## Title IX Regulations Update

NAICU Tools

ED Resources

News


Archives

Shortly after taking office, President Biden directed the Department of Education to conduct a [comprehensive review](#) of the agency's Title IX regulations, guidance, and related policies.

The Education Department released the long-awaited [final regulations](#) on April 19, significantly expanding the scope of Title IX's

### Title IX Timeline 2011-2024



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### EXECUTIVE SUMMARY OF TITLE IX REGULATIONS FINAL REGULATIONS RELEASED APRIL 19, 2024

The Biden Administration's long-awaited [final Title IX regulations](#) have been released and go into effect on August 1.

In general, the new regulations significantly expand the scope of Title IX to cover all forms of sex-based discrimination, including sexual harassment and discrimination on the basis of sexual orientation and

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### TECHNICAL SUMMARY OF TITLE IX REGULATIONS FINAL REGULATIONS RELEASED APRIL 19, 2024

#### Overview

The Department of Education released [final Title IX regulations](#) on April 19, 2024. The new rules, which differ from both the Obama-era guidance and the Trump Administration's [regulations](#), remove some requirements that apply to colleges and universities while adding new ones in their place. In general, the

# Contacts

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# Questions

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