Top Considerations for Title IX Compliance in the Higher Education Context

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.

Title IX of the Educational Amendments of 1972
20 U.S.C. Sec. 1681, et seq.

Title IX is a civil rights law that strives to ensure that our colleges and universities remain open to all students regardless of sex, gender, or gender expression. In working towards developing and implementing effective and compliant practices at institutions of higher education, administrators are encouraged to consider the following:

1. **Start with reasonable goals**

   Don’t yet have a Title IX Coordinator? You have some work to do. But you should not expect “Title IX perfection” in the first year that you focus on it (if ever…). This work takes time.

2. **Orient yourself**

   What are the strengths and weaknesses (internal) of your institution with regard to preventing sexual violence and other forms of discrimination? What opportunities and threats (external) are present in your community? Such considerations may help you prioritize where to focus your energy and resources.

3. **Build and strengthen alliances**

   Never is it more true than in combatting sexual violence that “it takes a village.” The sooner you can gain the support and backing of senior administration, faculty leadership, and students, the better. Reaching out to local law enforcement, the Office of the Attorney General, community advocacy services, and other key stakeholders can save time and bring each areas expertise to bear on how to ensure a just and responsive campus environment.

4. **Invest in yourself and your community**

   There are more resources and training opportunities available today than ever before, and in a range of price ranges and formats. Webinars, associations, professional networks, non-profits, and counsel can all be of help as you train and support your community.

5. **Become bi-lingual**

   Attorneys: Learn to speak and respect the language of **EDUCATION and DEVELOPMENT**
   Educators: Learn to speak and respect the language of **LIABILITY and COMPLIANCE**

6. **Honor your institutional culture and values**

   Tim Love, Associate Dean of Students
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