

Title IX and VAWA

What is Title IX?

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex in education programs and activities that receive federal financial assistance.

The Title IX regulation describes the conduct that violates Title IX. Examples of the types of discrimination that are covered under Title IX include:

- gender discrimination
- sexual harassment
- sexual misconduct
- the failure to provide equal opportunity in athletics
- discrimination based on pregnancy

Title IX is enforced through the U.S. Department of Education's Office for Civil Rights.

What is VAWA?

The Violence Against Women Act (VAWA) was signed into law by President Obama on March 7, 2013. This act works in conjunction with Title IX to protect students and employees.

Under VAWA, effective March 7, 2014, colleges and universities are required to:

- Report domestic violence, dating violence, and stalking, beyond crime categories the Clery Act already mandates
- Adopt certain student discipline procedures, such as for notifying purported victims of their rights
- Adopt certain institutional policies to address and prevent campus sexual violence, such as to provide training to employees and students.

What are My Responsibilities?

Any employee of the College, with whom a student shares information about an incident that is covered under Title IX and/or VAWA, is considered a responsible employee. Responsible employees must report Title IX incidents immediately to a Title IX compliance officer (see the chart below for names and contact information).

Where Can I Report Title IX Incidents		
Dianne Capozzola Title IX Officer 541-383-7218, x7218 dcaپozzola@coocc.edu Office: NEW 104	Gordon Price Director of Student Life 541-383-7592, x7592 gprice@coocc.edu Office: CCB 214	Campus Public Safety 541-383-7272 publicsafety@coocc.edu Office: BEC 161

Title IX and Pregnancy

Does a school have to excuse a student's absences due to pregnancy or childbirth?

Yes. Title IX requires a school to excuse a student's absences due to pregnancy or related conditions, including recovery from childbirth, for as long as the student's doctor deems the absences to be medically necessary.³⁰

When the student returns to school, she must be reinstated to the status she held when the leave began, which should include giving her the opportunity to make up any work missed. A school may offer the student alternatives to making up missed work, such as retaking a semester, taking part in an online course credit recovery program, or allowing the student additional time in a program to continue at the same pace and finish at a later date, especially after longer periods of leave. The student should be allowed to choose how to make up the work.

If the school requires students with other medical conditions to submit a doctor's note, it may require the same from a pregnant student.³¹

What if some teachers at a school have their own policies about class attendance and make-up work?

Every school that receives federal financial assistance is bound by Title IX.³³ Schools must ensure that the policies and practices of individual teachers do not discriminate against pregnant students. For example, a teacher may not refuse to allow a student to submit work after a deadline that she missed because of absences due to pregnancy or childbirth. Additionally, if a teacher's grading is based in part on class attendance or participation, the student should be allowed to earn the credits she missed so that she can be reinstated to the status she had before the leave. Schools should ensure that their teachers and staff are aware of and follow Title IX requirements.

Excerpts from the U.S. Department of Education, Office for Civil Rights, *Supporting the Academic Success of Pregnant and Parenting Students Under Title IX of the Education Amendments of 1972*, Washington, D.C., 2013.