

## The Role of the Title IX Coordinator in Human Resources Activities

*No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment or recruitment, consideration or selection, whether full-time or part-time, under any education program or activity operated by a recipient which receives Federal financial assistance.*<sup>1</sup>

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex. All recipients of federal financial assistance must comply with the Title IX implementing regulations. All employment activities and decisions on behalf of the educational agency must not limit, segregate, or classify applicants in any way that could adversely affect any applicant's or employee's opportunities because of sex. Although an educational agency's Human Resources personnel must take care to implement only policies and procedures that conform to Title IX requirements, **the officially appointed Title IX coordinator has a responsibility to monitor agency human resources activities to assure compliance with the federal law.**

These include, but are not limited to, recruitment, advertising, application processes, hiring, upgrading or promoting, consideration for tenure, demotion, transfer, layoff, termination, the application of policy, right of return from layoff, and re-hiring. Rates of pay or other compensation, changes in compensation, job assignments, classifications, positions, seniority, fringe benefits available, including pension plans, and the terms of collective bargaining are subject to Title IX regulations. All agency policy related to leaves of absence, pregnancy leave, childbirth leave, and leave to care for children or dependants must be the same for employees of either sex.

Title IX also extends to selection and financial support for training, professional meetings, conferences, tuition assistance, sabbaticals, leaves to pursue training, employer-sponsored events (including social or recreational), and any term, condition, or privilege of employment. The agency shall not use any test or other criterion for employment that disproportionately has an adverse effect of persons on the basis of sex and shall not apply any policy or take any employment action on the basis of marital, parental, or family status. Each agency has the obligation to implement specific and continuing steps to notify all applicants for employment that it does not discriminate on the basis of sex.

For additional information on the application of [Title IX](#) to employment, please see: <http://www2.ed.gov/about/offices/list/ocr/docs/hq53e8.html>.

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<sup>1</sup> 34 C.F.R. Part 106, Subpart E §106.51(a) (1)