What does Title IX apply to?

Title IX applies to every aspect of education from a student’s application until their graduation, including course offerings, counseling, financial assistance, student health, student housing, marital and parental status of students, physical education and athletics, student conduct involving sexual harassment, educational programs and activities, and student employment.

Title IX applies to issues involving both students and employees of the College. (Exception: issues involving employees only are covered under employment law, not Title IX.)

What does sex/gender discrimination mean?

Title IX prohibits sexual misconduct, gender discrimination, sexual harassment, retaliation, and other behaviors when gender- or sex-based.

What does the Title IX Coordinator do?

The campus Title IX Coordinator is the point of contact for the Office of Civil Rights and ensures campus compliance with Title IX. This includes ensuring that campus disciplinary procedures, training, policies, and athletics gender equity (among other things) comply with Title IX.

Who must report Title IX violations?

Under the Kalamazoo College Harassment Policy,¹ “Any staff or faculty member with supervisory responsibilities who receives a complaint about harassment, witnesses harassment or otherwise learns of an occurrence of unlawful harassment is required by this policy to report that occurrence immediately…even if the alleged victim declines to report it.”

Confidential Resources
These resources are not required to report any information about sexual harassment:

- Mental health counselors
- Chaplains and clergy

¹ http://www.kzoo.edu/hr/policies.htm