Title IX

Kalamazoo College is committed to creating and maintaining a community in which students, faculty, and staff can work together in an atmosphere free from all forms of discrimination. Kalamazoo College is strongly opposed to discrimination, including sexual harassment, and such behavior is prohibited by College policy.

Title IX of the Education Amendments of 1972 provides that:

"No person in the United States shall, on basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance . . . " 20 U.S.C. § 1681 and 34 C.F.R. Part 106 (1972).

What does this mean?

Title IX prohibits discrimination based on sex or gender identity of students and employees of educational institutions that receive federal financial assistance. Each college or university receiving federal financial assistance must designate at least one professional employee as its Title IX Coordinator. The Title IX Coordinator is responsible for monitoring the overall implementation of Title IX.

To what does Title IX apply?

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. Employees of the school are also protected from sex- or gender-based discrimination under Title IX.

What does sex-based discrimination mean?

Title IX prohibits sexual misconduct, gender discrimination, sexual harassment, retaliation, and other behaviors when gender- or sex-based. All students and employees are covered under Title IX, including people who are female, male, heterosexual, homosexual, bisexual, transgender, and of any gender identity or gender expression.

What if I have questions?

If you have further questions about Title IX, please contact Lauren Rosenthal, Director of Gender Equity, via email at lauren.rosenthal@kzoo.edu or by phone 269.337.7480.

Additional information about the College's policies and procedures for addressing sex- and gender-based discrimination can be found in the Policy Against Harassment: https://hr.kzoo.edu/current-employees/employee-relations/policy-against-harassment/.

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