Expanding Articulation: Title IX at the Intersections

Jordyne Blaise, Esq.
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What is Title IX?

- Applicable to both employees and students
- Enforced by US Department of Education
How It Applies

- Protection applies at all elementary and secondary schools—public or private—that receive federal financial assistance.
- Extends to all aspects of these institutions’ education programs and activities.
- Prohibits all forms of sex discrimination, including gender-based harassment, sexual harassment, and sexual violence. Also includes nonconformity with sex stereotypes and pregnant and parenting students.
Misapplication of Title IX

The focus on sexual assault on college campuses is well meaning, but tends to have a race neutral application and miss the dynamic ways women of color experience discrimination.
Why is this a problem?

Begin finding the intersections activity.
2014 DCL on Discipline

- Title IX regulations prohibit separate or different rules of behavior, sanctions, or other treatment, such as discriminatory discipline, based on sex

- DOJ and OCR issue joint Dear Colleague letter Jan 2014 addressing school discipline
What can institutions do?

- Develop a Title IX strategic plan
- Train personnel
- Partner with K–12 schools
- Collect data
Title IX Strategic Plan

- Institutionalizes data collection and legal research
- Outlines subject matter areas: discipline, academic access, gender based violence, etc.
- Includes access to complaint process, accommodations, and policy review.
Build your plan.
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