

Title IX: Critical Issues Facing Community Colleges

Dr. Ketwana D. Schoos

Civil Rights Compliance Officer & Title IX/ADA 504 Coordinator

Office of Diversity, Equity & Inclusion

Community College of Allegheny County





Presentation Goals

- ✓ Title IX as a DEI Matter?

- ✓ Federal/ Civil Rights Laws

- ✓ Institutional Nondiscrimination Policy

- ✓ 9 Critical TIX Issues Facing Community Colleges



Title IX as a Matter of Diversity, Equity & Inclusion?



Federal Laws & Regulations

Civil Rights Act of 1964

- Title VI (Race, Color & National Origin)
- Title VII (Race, Color, Religion, Sex, Gender Identity, National Origin, Sexual Orientation & Gender Identity)

Education Amendments Act of 1972

- Title IX (Sex, Gender, Gender Identity, Sexual Orientation)

American with Disabilities Act (ADA)

- Title I (Employment)
- Title II (State & Local Government Receiving Federal \$)

Rehabilitation Act of 1973 (Disability Accommodations)

- Section 503 (Employment)
- Section 504 (Programs Receiving Federal \$)

Age Discrimination in Employment Act



Title IX of the Education Amendments Act of 1972

"No person in the United States shall, **on the 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."



CCAC Non-Discrimination Policy

The College does not discriminate and prohibits discrimination against any individual based upon race, color, religion, national origin, ancestry or place of birth, sex, gender identity or expression, perceived gender identity, sexual orientation, disability, use of a service animal due to disability, marital status, familial status, genetic information, veteran status, age or other classification protected by applicable law in matters of admissions, employment, services or in the educational programs or activities that it operates.



ISSUE

9 Critical TIX Issues Facing Community Colleges



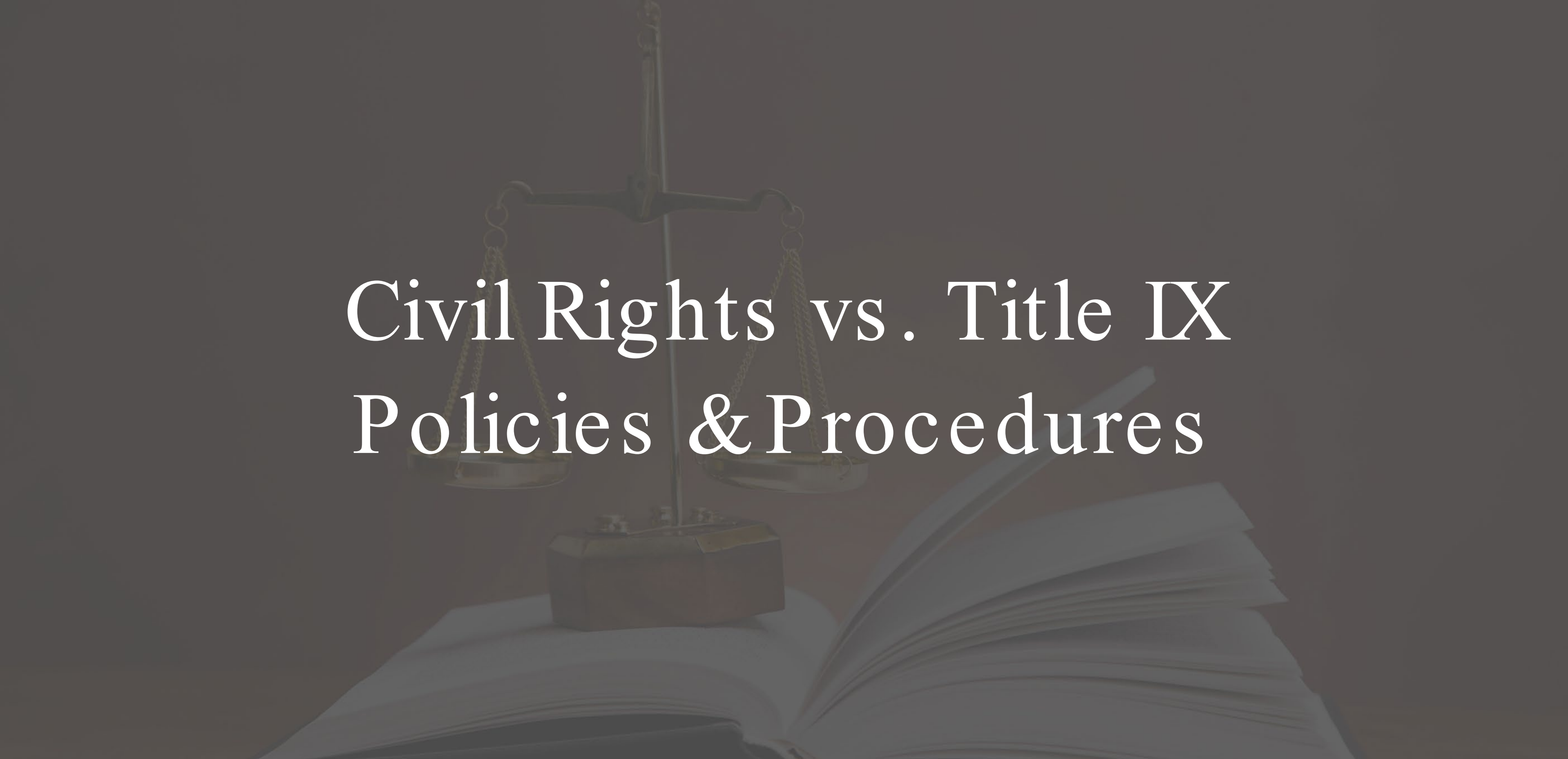
Title IX & Athletics



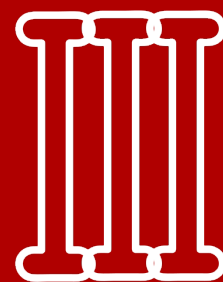


2020 Title IX Regulations



The background of the slide features a grayscale image of a balance scale and an open book. The scale is positioned in the upper left, and the open book is in the lower right. The entire image is dimmed to serve as a backdrop for the text.

Civil Rights vs. Title IX Policies & Procedures




The background of the slide features a dark teal color. Scattered across it are various 3D-rendered shapes, including circles, squares, and irregular polygons. A large, prominent 3D female gender symbol (a circle with a cross at the bottom) is positioned on the right side, partially behind the text. Another 3D male gender symbol (a circle with an arrow at the top) is visible behind the text on the left. The text is in a white, serif font.

June 2021:

Title IX Expanded to Include
Gender Identity & Sexual Orientation

V

The background features a dark gray surface. In the upper right, there is a name tag with a red top section containing the word "HELLO" in white capital letters, and a gray bottom section with the text "my name is" in red. A red marker with a gray tip lies diagonally across the lower left portion of the image.

Chosen First Name Policy





Pregnancy Accommodations

VI

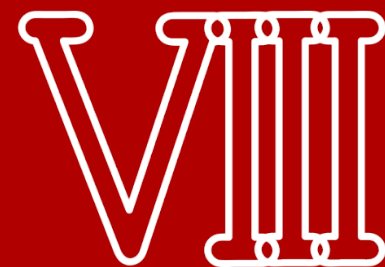


National Increase in Domestic Violence Cases (Post COVID-19)

VI



Title IX Training: Diversity Intersections



A background image showing a group of people sitting and holding papers or documents, overlaid with a semi-transparent dark grey filter. The word "Resources" is centered in white serif font.

Resources



Thank you



Dr. Ketwana D. Schoos
Community College of Allegheny County
kschoos@ccac.edu