

To All Rutgers Students:

Discrimination on the basis of sex has often taken unacknowledged and subtle forms. In any form, however, it is a barrier to equal opportunity in education and in life. Title IX of the Education Amendments of 1972 seeks, through federal mandate, to reverse this by prohibiting discrimination on the basis of sex in educational programs.

Since the passage of Title IX in 1972, issues affecting women in education have been discussed at Rutgers and at other educational institutions. Efforts have been made, with some success, to review programs, to assure nondiscrimination, to change policies and to reduce sex-stereotyping. Much remains to be done.

In the coming months, a comprehensive effort will be made to identify and reduce sex discrimination at Rutgers. This pamphlet is part of our effort to achieve a widespread knowledge of Title IX and the elimination of discrimination based on sex.

I hope that you will aid us in eliminating sex discrimination by calling instances and practices which you think are discriminatory to the attention of the appropriate faculty member, dean, or director. You may also write to the Designated Employee for Title IX Compliance, W.D. Burns, in the Office of the Vice President for Student Services.

The elimination of discrimination based on sex is of great importance to Rutgers. Your knowledge, cooperation, and involvement will serve to raise the consciousness of all concerned. Equal opportunity in education is the end toward which we must all strive.

Alice J. Irby  
Vice President for  
Student Services

## COMPLAINT PROCEDURE

The University has developed a complaint procedure as required by the Title IX Regulations. For further information on this procedure, students are invited to telephone or visit the Office for Title IX Compliance.

## FOR FURTHER INFORMATION

You may wish to read the publication, *Final Title IX Regulation Implementing the Education Amendments of 1972 Prohibiting Sex Discrimination in Education*. (U.S. Government Printing Office: 1975 0-577-869.)

A small resource center is maintained by the Office of Title IX Compliance on various matters relating to Title IX, and you are welcome to come in to read available materials.

Office of the Vice President for Student Services  
University Office for Title IX Compliance  
W.D. Burns, Director  
Room 101, Van Nest Hall  
Rutgers University  
New Brunswick, New Jersey 08903

Telephone: (201) 932-7255/7312

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# Individual Rights and Institutional Responsibilities:

# Eliminating Sex Discrimination at Rutgers

# students and title IX

# WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 is a federal law designed to eliminate sex discrimination in educational programs and activities. All institutions receiving federal funds are required to comply with the law in the admission and treatment of their students. Responsibility for enforcement rests with the Department of Health, Education and Welfare which has the power to withhold federal funds from any educational institution which practices discrimination based on sex.

Title IX prohibits discrimination on the basis of sex in:

- Admission to undergraduate public institutions (Douglass College is exempt from this provision, as it has traditionally been a single-sex school)
- Admission to graduate and professional educational programs
- Access to course offerings
- Activities of enrolled students, including academic, extracurricular, and research activities
- Career Development and Placement services
- Financial Aid (including student employment)
- Housing or the provision of other living facilities
- Athletics
- Health Services

# WHAT DOES TITLE IX MEAN TO YOU?

## STUDENT ACTIVITIES

You must be allowed equal access to or membership in any extracurricular or academic activity.

- Membership requirements for student activities must be the same for men and women. (Social fraternities and sororities are exempt from this regulation.)
- As members of organizations, students must be allowed to participate equally and may not be assigned or denied office or benefits on the basis of sex.

## FINANCIAL AID

You must be given equal opportunities to receive financial aid, which includes scholarships, grants, loans, and participation in work-study programs.

- The University may not give an undue proportion of scholarships to one sex.
- Sex-restricted scholarships may be offered as long as the total amount of money offered to both sexes is equal.
- Reasonable opportunities for athletic scholarships for members of both sexes participating in interscholastic or intercollegiate athletics must be provided.

## CAREER DEVELOPMENT AND PLACEMENT

You must receive nondiscriminatory treatment in personal or academic counseling and in placement services regardless of your sex.

- The University may not employ sex-biased assessment or testing materials.

## ATHLETICS

You must be provided with equal opportunities in athletics and access to athletic facilities.

- Sports offered should serve the interests of members of the University community—both men and women.
- Men and women must have comparable locker rooms, shower facilities, and sports equipment.

## HOUSING

You must be provided with comparable housing facilities whether you are male or female, although single-sex housing is allowable.

- Imposition of different rules, regulations, requirements, or fees on the basis of sex are discriminatory practices under Title IX.

## STUDENT EMPLOYMENT

You must be allowed equal access to all student employment and subsequent raises and promotions.

- Benefits for student employees must be provided equally, regardless of sex.

## HEALTH SERVICES

You must have access to health care on a nondiscriminatory basis.

- Medical, hospital, or accident insurance should be available to both men and women students.
- Comparable services must be made available to both men and women.