

# TITLE VII AND TITLE IX

**Title VII of the Civil Rights Act of 1964** and **Title IX of the Education Amendments of 1972** are federal antidiscrimination laws. The University of Tennessee (UT) must comply with the laws because UT is a state employer, employs more than fifteen people, and receives federal funding.

## TITLE VII

VS.

## TITLE IX

**Title VII** prohibits employment discrimination based on race, color, religion, sex, or national origin. It applies to employer decisions about the terms, conditions, and privileges of employment, including hiring, firing, promotion, discipline, and benefits.

**Title VII** protects employees and applicants for employment.

At UT, **Title VII** protections are found in Human Resources Policy 0220 and Human Resources Policy 0280.

The federal **Equal Employment Opportunity Commission (EEOC)** enforces **Title VII** compliance.

**Title IX** prohibits sex-based discrimination in education programs and activities that receive federal funds. In this context, sex-based discrimination includes sexual harassment and discrimination based on pregnancy or parenting status.

**Title IX** protects all students and employees.

At UT, **Title IX** protections are found in the Policy on Sexual Harassment, Sexual Assault, Dating & Domestic Violence, and Stalking (**Title IX Policy**).

The federal **Office for Civil Rights (OCR)** enforces **Title IX** compliance.

Both **Title VII** and **Title IX** prohibit sex-based discrimination. Together, these laws prohibit:

- Treating similarly-situated people differently based on sex (including gender);
- Providing different aids, benefits, or services based on sex (including gender);
- Making rules that treat individuals differently based on parental or pregnancy status;
- Failing to adequately respond to sexual harassment (including quid pro quo and hostile environment sexual harassment).

UT is empowered to respond to possible **Title VII** and/or **Title IX** violations by:

- Connecting reporters to University, campus, or community resources for care and support;
- Initiating a University investigation;
- Facilitating a non-investigatory resolution; and/or,
- Providing relevant training on community expectations for behavior and policy compliance.

While both **Title VII** and **Title IX** prohibit sex-based discrimination, there are differences in their scope and applicability. There is no expectation for campus community members to develop expertise in whether their concerns fall under **Title VII** or **Title IX**. A University staff member trained in **Title VII** and **Title IX** compliance is available to receive discrimination complaints and to ensure that allegations are reviewed under the appropriate policy.

Contact the **Chief Diversity Officer/Title IX Coordinator** with questions or to report possible **Title VII** and/or **Title IX** concerns.

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