



## Definitions and Examples of Title IX Violations

### Gender Discrimination

**Gender Discrimination is defined as the following by Title IX:**

- Gender discrimination is defined as the following by Title IX:
- Discrimination or harassment based upon one's gender (sex)
- Unfair treatment, attitudes, or behaviors towards an individual based upon their gender (sex)
- Gender identity discrimination as covered by Title VII
- Sexism, sexist attitudes, and sex stereotyping
- Unproportioned athletic programs or activities offered to all genders in relationship to the college's enrollment

#### **Examples**

- gender-based bullying
- derogatory or sexist remarks
- gender discrimination in an activity, athletics, program, office, or classroom

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### Sexual Harassment

**Sexual Harassment is defined as the following by Title IX:**

- Unwanted sexual behavior, advances, or requests for favors
- Unwelcomed verbal, visual, or physical sexual conduct
- Offensive, severe, and/or frequent remarks about a person's sex
- Harassment of a sexual nature which interferes with an individual's right to an education and participation in a program or activity

#### **Examples**

- stalking or obscene phone calls, texts, emails, or gestures
  - sexually suggestive jokes, whistles, catcalls, or innuendos
  - inappropriate touching
  - intimidation
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### Sex Violence

**Sex Violence is defined as the following by Title IX:**

- Sexual abuse or assault, battery, or coercion
- Unwanted sexual contact that stops short of rape or completed rape
- Use of force or manipulation of unwanted sexual activity
- Physical acts where a person is incapable of giving consent or is against a person's will

#### Examples

- sexual assault, battery, or coercion
- attempted or completed rape
- inappropriate touching
- physical and/or aggressive sexual advances

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### Retaliation

**Retaliation is defined as the following by Title IX:**

- A strike back in response to another's action or accusation
- a form of revenge or reaction because of a filed complaint against a person
- refusal to promote, advance, or accurately support/qualify a person due to a complaint filed

#### Examples

- demotion or prohibiting advancement due to a filed complaint
- firing, loss of benefits, or the like due to a filed complaint
- unfair treatment or discrimination due to a filed complaint

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### Hostile Environment

**Hostile Environment is defined as the following by Title IX:**

- A situation of discriminatory or sexual nature that has occurred and created a adverse setting
- An intimidating or offensive environment that causes a person to be fearful
- A setting that denies, limits, or interferes with a person's ability to participate in or benefit from a program, activity, or job

#### Examples

- Bullying, abusive or intimidating comments and actions
- Intimidating or offensive comments that alter the conditions of a person's work, classroom, team, or program environment
- Continual offensive comments or surroundings of a discriminatory or sexual nature