

## **Title IX**

Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex against any person in education programs and activities receiving federal funding. Programs or activities receiving federal financial assistance include virtually all public and private colleges and universities, and all public elementary and secondary schools.

All students, staff, faculty, and other employees; women, girls, men, and boys; straight, LGBT, and gender-nonconforming persons; persons with and without disabilities; and international and undocumented persons all have the right to pursue education, including athletic programs, scholarships, and other activities, free from sex discrimination, including sexual violence and harassment.

Sex-based discrimination in public schools also implicates legal rights under Title IV of the Civil Rights Act, which is enforced by the U.S. Department of Justice.

## **Title IX Rights of Students at Mills College**

Mills College is committed to creating and maintaining a safe and healthy campus culture for its entire community. Mills College works to ensure that its policies and practices meet all regulatory requirements, including those related to Title IX. The rights of students under Title IX as they pertain to sexual violence on campus are summarized here:

- Mills College will respond promptly and effectively to sexual violence.
- Mills College will provide interim measures as necessary.
- Mills College publishes information online informing students where they can obtain confidential support services and other help and resources.
- When incidents require an investigation, Mills College conducts adequate, reliable, and impartial investigations.
- Mills College will provide remedies as necessary.

For more information:

<https://www.notalone.gov/assets/know-your-rights.pdf>  
<http://knowyourix.org/>

### **Obligations, Education, Training and Campus Climate**

Students, staff and faculty at Mills College are obligated to be aware of and comply with its policies regarding sexual harassment, sexual violence and sexual misconduct. Mills College provides education, information and resources related to the prevention of sexual violence and misconduct. Students, faculty and staff are urged to take advantage of prevention education, training and resources and to show active leadership and participation in education, prevention and risk reduction efforts.

All incoming students and new employees are required to complete an online course and brief follow-up module and post-test dealing with consent, sexual misconduct, sexual assault, dating violence, domestic violence, stalking, bystander intervention, alcohol and other drugs. A variety of resources, information and support for students are available in the Division of Student Life.

Current key employees, including faculty, are required to complete specialized training related to sexual violence and misconduct. All employees may contact Human Resources to access information, education and training related to campus safety, Title IX, discrimination, sexual harassment, sexual misconduct and sexual assault. In collaboration with other campus units, the Division of Student Life and HR coordinate in-service training programs for key campus officials, other staff and student leaders who are in a position to prevent or respond to incidents of sexual violence and misconduct.

The College sponsors awareness and educational campaigns that involve students, faculty, staff, alumnae and community members. Mills College conducts an annual Health & Wellness survey of students that includes questions about campus safety, sexual violence and harassment. These and other results related to health, wellness and safety are used to develop or improve programs and services to ensure the safest and healthiest environment for all students, staff and faculty.