Four Things You Probably Don’t Know About Title IX

1. Equal opportunities in career and technical programs in traditionally male-dominated fields

Title IX requires that men and women be given equal opportunities in career and technical education programs, particularly in traditionally male-dominated fields. Getting more women in these fields may be the key to closing the gender wage gap, since predominately female occupations pay lower wages than predominately male ones. Women still face barriers and a lack of encouragement in the fields of science, technology, engineering, and math (STEM), but Title IX has broadened opportunities for a number of women and girls.

2. Protection for pregnant & parenting students

Title IX requires that pregnant and parenting students have equal access to schools and activities, that all separate programs are completely voluntary, and that schools excuse absences due to pregnancy or childbirth for as long as it is deemed medically necessary.

3. Protection against harassment and bullying

Sexual harassment is a form of prohibited sex discrimination in schools under Title IX, and much of what we call “bullying” is actually prohibited harassment.

4. Protection for survivors of sexual assault or rape

Title IX grants protection for survivors of sexual assault and rape by requiring universities to provide a prompt and equitable resolution of sexual violence complaints, investigate those complaints regardless of whether or not law enforcement is involved, provide alternate housing a comfortable distance from attackers, and provide counseling, medical, and academic support.

Where is the Office of Equal Opportunity Located?

The Office of Equal Opportunity is located at 1017 Harrison Street, JMAC-2. The entrance of our office faces the Warsaw Avenue Parking Deck.

Driving Directions: Turn onto Warsaw Street from South Main Street. At the stoplight by the train tracks, turn left and then a quick right into our parking area.
**What is Title IX?**

Title IX of the Education Amendments of 1972, 20 U.S.C §1681, prohibits discrimination based on gender in all programs or activities that receive Federal financial assistance. Title IX also includes sexual harassment, same gender harassment as well as student to student harassment. A complainant must show he or she was subjected to *quid pro quo* (something for something) sexual harassment or a sexually hostile environment, that he or she provided notice of the harassment or environment to an appropriate person who was at minimum an official of the university with authority to take corrective action or put an end to the discrimination, and the James Madison University’s response to the harassment amounted to deliberate indifference.

Title IX forbids sex discrimination in all university student services and academic programs including, but not limited to, admissions, financial aid, academic advising, housing, athletics, recreational services, college residential life programs, health services, counseling and psychological services, Registrar's office, classroom assignments, grading and discipline. Title IX also forbids discrimination because of sex in employment and recruitment consideration or selection, whether full time or part time, under any education program or activity operated by an institution receiving or benefiting from federal financial assistance ("recipient").

**Who Must Comply with Title IX?**

- Students
- Faculty and Staff
- Parents
- Coaches
- University Administrators
- Counselors

**REMEMBER!!** Any person who behaves in violation of the Title IX so that protected persons are unable to enjoy the programs and/or activities of James Madison University could violate the statute on behalf of the university system.

**Activities Covered under Title IX**

- University Athletics programs
- Classroom Instruction
- University Events
- Any activities associated with James Madison University

**Contact Information**

If at any time you feel your rights have been violated or you are witness to discrimination, harassment, or sexual abuse or assault, please speak with any of the following people or visit us on the web for more information [www.jmu.edu/oeo](http://www.jmu.edu/oeo)

James R. Robinson  
**Title IX Coordinator**  
Office for Faculty, Affiliates, and Visitors  
Director of the Office of Equal Opportunity  
MSC 5802, 1017 Harrison Street  
JMAC-2, Room A101  
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E-mail: robinssj@jmu.edu

Amy Sirocky-Meck  
**Title IX Officer for Students**  
Associate Director, Substance Abuse Prevention  
MSC 7901  
Student Success Center  
Phone: (540) 568-4066  
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Diane Yerian  
**Title IX Officer for Staff**  
Director of Human Resources  
MSC 7009, 752 Ott Street  
Wine Price Building, Room 2006  
Phone: (540) 568-8090  
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Jennifer Phillips  
**Title IX Officer for Athletics**  
Associate Athletic Director for Compliance  
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Title IX of the Education Amendments of 1972 covers sexual harassment, pregnancy discrimination; any discrimination with a basis in the differences between genders.