What is Title IX?
Title IX is a federal law passed in 1972 that prohibits sex-based discrimination in all activities and programs of educational institutions receiving federal funds, which includes the University of the District of Columbia (UDC).

Prohibited sex-based discrimination includes pregnancy discrimination and sexual harassment, including sexual violence.

What is Sexual Harassment?
Sexual harassment is a form of sex-based discrimination prohibited by Title IX consisting of unwelcome verbal, non-verbal, or physical conduct relating to sex or gender (ranging from sexual violence, to unwelcome sexual advances, to more subtle verbal and non-verbal behavior) that is implicitly or explicitly:
- A term or condition of employment, or status in a course, program or activity; OR
- A factor in employment/educational decisions; OR
- Has the purpose or effect of interfering with work/educational performance; creating an intimidating, hostile or offensive work/learning environment; or interfering with one’s ability to participate in or benefit from an institutional program or activity.

What is Sexual Violence?
Sexual violence is a form of sexual harassment prohibited by Title IX that refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to use of drugs or alcohol, or due to an intellectual or other disability. Sexual violence includes rape, sexual assault, sexual battery, and sexual coercion.

Contexts in Which Title IX Applies:
Title IX applies to all University services and academic programs both on and off campus including, but not limited to:
- Admissions
- Financial aid
- Class assignments & course offerings
- Academic advising & instruction
- Evaluation & grading
- Discipline
- Athletics
- Housing
- Health and counseling services
- Recreational, residential life, and extracurricular services and programs
- Employment of faculty, staff, and graduate assistants, including the recruitment and selection processes

Who Must Comply with Title IX?
All University community members must comply with Title IX, including, without limitation: students, faculty, staff, university administrators, coaches, counselors, and visitors.

How to Report Title IX Violations?
UDC students, employees, and other University community members who believe or receive a complaint that sex-based discrimination, including sexual harassment/violence, is occurring should contact:
1. Anthony Jemison
   Compliance Officer
   Bldg 39, Suite 200
   4200 Connecticut Avenue, NW
   Washington, DC 20008
   202-274-5422
   anthony.jemison@udc.edu  OR
2. U.S. Department of Education Office for Civil Rights (800) 421-3481 or ocr@ed.gov. On-line complaint form available at:
   http://www2.ed.gov/about/offices/list/ocr/docs/howto.html
University community members, including students, in positions of authority who know or receive a complaint of sex-based discrimination including sexual harassment/violence must report what they have knowledge of to UDC’s Title IX Coordinator and relay any request for confidentiality by the complainant. Failure to so report can result in discipline.

Except: The following persons are designated as confidential support employees and are not required to report information that identifies the alleged victim or third party complainant:

UDC Title IX Coordinator: 202-274-5442
UDC Counseling and Student Development Center: 202-274-6000
UDC University Health Services: 202-274-5030

The Title IX Coordinator or designee will investigate the complaint or report (subject to confidentiality requests except in limited cases) and take other appropriate remedial and preventative action. Complaints may be made anonymously, but this, as well as confidentiality requests, may limit the ability to investigate or take disciplinary action.

Note: Conduct prohibited by Title IX may also implicate other state, federal, or DC laws. Making a complaint to the Title IX Coordinator does not replace the complainant’s right to pursue other options or remedies under the law, nor does it satisfy any timeliness requirements for asserting a claim under state, federal, or DC law.

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**Reporting Sexual Crimes:**
Always report sexual assault and other sexual harassment that may constitute a crime to law enforcement. Contact UDC’s Office of Public Safety at (202) 274-5050 or any police jurisdiction by dialing 9-1-1.

**Is Retaliation Prohibited?**
Yes. Title IX prohibits retaliation for making a good faith complaint about sex-based discrimination, including sexual harassment/violence, or for participating in or otherwise being associated with an investigation of alleged sex-based discrimination.

Anyone who believes or receives a complaint that prohibited retaliation has or is occurring should immediately contact the Title IX Coordinator.

**University Resources:**
UDC Title IX Coordinator: 202-274-5442
UDC Office of Human Resources: 202-274-5380
UDC Counseling and Student Development Center: 202-274-6000
UDC Office of Student Affairs: 202-274-5210
UDC Office of Public Safety: 202-274-5050

**Additional Resources:**
DC Rape Crisis Center: 202-333-7273
House of Ruth: 202-667-7001
The DC Center (LGBT resources): 202-682-2245

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“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

*Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681)*