



Title IX - Frequently Asked Questions

What is Title IX?

Title IX of the Education Amendments of 1972 was the first comprehensive federal law to prohibit sex discrimination against students and employees of educational institutions. It is one of several federal and state antidiscrimination laws that define and ensure equality in education. The regulations implementing Title IX prohibits discrimination, exclusion, denial, limitation, or separation based on gender. Title IX states:

“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.”

Who is protected under Title IX?

Title IX covers men and women, boys and girls, staff and students in any educational institution receiving federal funding.

Does Title IX apply mostly to athletics?

The law applies to every aspect of education, including admissions and recruitment, comparable facilities, access to course offerings, access to schools of vocational education, counseling and counseling materials, financial assistance, student health and insurance benefits and/or services, housing, marital and parental status of students, physical education and athletics, education programs and activities, and employment.

What does Title IX cover?

Title IX covers sexual violence. Sexual violence means physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. A number of acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion. Title IX also covers sexual harassment.

Does Title IX only benefit one gender?

Title IX benefits everyone—women and men. The law requires educational institutions to maintain policies, practices, and programs that do not discriminate against anyone on the basis of gender. Elimination of discrimination against women has received more attention because females have historically faced greater gender restrictions and barriers in education. However,

Title IX has also benefited the male gender. Continued efforts to achieve educational equity have benefited all students by moving toward the creation of school environments where all students can learn and achieve the highest standards.

Does Title IX require women and men to be given the same resources?

Title IX requires equal educational opportunities to participate in the full range of extracurricular activities, equal opportunity to access all courses and programs, and equal opportunity to participate in athletics.

Where do I make an inquiry or complaint?

You may make an inquiry or complaint with any of the designated persons below:

Dr. Lyn Hamlin, Dean of Students
GSUB, Room 127
lhamlin@njcu.edu
telephone: 201-200-3525

Dr. Anne Mabry, Associate Dean
Karnoutsos Hall, Room 605
amabry@njcu.edu
telephone: 201-200-3001

Mr. Robert Piaskowsky, Director of Human Resources
Hepburn Hall, Room 105
rpiaskowsky@njcu.edu
telephone: 201-200-2067

Ms. Lisa Norcia, Director of EEO/AA/Diversity
Hepburn Hall, Room 306B
lnorcia@njcu.edu
telephone: 201-200-3075

Ms. Alice De Fazio, Director of Athletics
John J. Moore Athletic & Fitness Center, Room 215
adefazio@njcu.edu
telephone: 201-200-3317