



TITLE IX vs. TITLE VII	
Title IX Broader than Title VII in that it covers all aspects of educational programs and activities and covers students and employees	Title VII Discrimination in employment only
Prohibits sex discrimination, includes same-sex harassment	Broader in categories of classes protected from discrimination; includes same-sex harassment
Enforced by Office for Civil Rights	Enforced by EEOC
Can go straight to court; can file with OCR	Must first go to EEOC
Interim Measures may be appropriate for Faculty/Staff Victims (interim measures/ moving student/teaching on-line/police escort/counseling)	No guidance re: interim measures but may be appropriate (changing work assignments to separate employees; leave with or without pay pending an investigation; changing teaching assignment) – be careful of retaliation
Complainants entitled to receive a copy of outcome letter from discipline as it relates to complainant	No such requirement
Respondents entitled to “meaningful notice” of allegations before an initial meeting; respondents entitled to respond in writing to investigatory report before final.	Silent
No specific timeline; “good faith” standard depending on complexity of investigation; some consideration for campus closings/holidays; investigators must be trained per OCR	Investigation must be prompt; investigate even if complainant doesn’t want investigation; no specified training requirement
Monetary damages for intentional discrimination; no cap; punitive damages?	Monetary damages for intentional discrimination
Retaliation Claim	Retaliation claim