

Title IX and Discrimination in Postsecondary Education

Ensuring equal opportunities and
rights in higher education



Understanding Title IX in Higher Education

Title IX

Sexual Harassment, Violence and Discrimination Prevention Training
Rosedale Technical College
2026

Presented by;

Kim Bell

Title IX Coordinator

Title IX Coordinator: Kim Bell

412-521-6200 cell: 412-436-5257

kim.bell@rosedaletech.edu

I am responsible for ensuring the school is compliance
with its Title IX and antidiscrimination obligations

What we will cover today

Overview of Title IX

Forms of gender discrimination

Who Title IX applies to

Rosedale's antidiscrimination Policy

Reporting

Reference Materials

- Rosedale's Title IX Policy and Grievance Procedures
- Rosedale's Act 16 Antidiscrimination statement
- Rosedale's ADA Nondiscrimination Policy

Title IX

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

Overview of Title IX and Its Purpose



Federal Civil Rights Law

Title IX prohibits sex-based discrimination in federally funded education programs and activities.

Protection Against Discrimination

Title IX protects against sexual harassment, assault, and gender-based violence on campuses.

Promoting Equity and Access

Title IX ensures equal access to academics, athletics, and employment without sex-based barriers.

Preventative and Proactive Measures

Institutions must create environments free from discrimination through proactive policies and actions.

What Is Title IX?



Core Principle of Title IX

Title IX prohibits sex-based discrimination in federally funded education programs and activities, ensuring equal access for all individuals.

Scope of Application

Title IX applies broadly to admissions, academics, housing, athletics, employment, and student services in postsecondary institutions. It also extends to employees of the school.

Expanded Interpretations

Interpretations include protections against sexual harassment, sexual violence, retaliation, and discrimination based on gender identity and expression. Includes harassment based on gender stereotyping

Compliance Importance

Institutions must establish policies and roles for Title IX compliance to avoid federal investigations and funding loss.

- Why Are We Providing This Training?

Title IX Training

- School policy prohibits discrimination on the basis of gender, including sexual harassment and sexual violence
- The school wants to ensure that you know about this policy, how it is enforced, and how to report violations
- Retaliation against anyone reporting violations of this policy is prohibited

What has changed ?

- Title IX has always prohibited discrimination, including sexual harassment
- Following VAWA, schools have to do more to detect and prevent discrimination, including sexual violence, in addition to responding to allegations of such
- Schools' obligations have been expanded and the August 2020 final rule includes a prescribed grievance process with an investigative process. These rules also outline a live hearing process allowing for cross-examination by designated advisors for each party.
- An appeal process, available to both parties, must be established

Key Protections Under Title IX



Safe Educational Environment

Title IX guarantees a learning environment free from sexual harassment and violence, ensuring safety for all students.

Equal Academic Access

Students must have equal access to courses, majors, research, and internships regardless of sex under Title IX protections.

Equity in Athletics

Title IX requires equitable athletic opportunities, scholarships, and resources for male and female athletes.

Protection Against Retaliation

Individuals reporting discrimination are protected from retaliation, maintaining fairness and safety in the educational community.

Forms of Discrimination in Higher Education



Sexual Harassment and Assault

Sexual harassment and assault interfere with educational experiences and cause lasting harm to survivors.

Gender-Based Harassment

Hostile environments from gender-based harassment limit equal access to education.. Note that the language refers to “sex” not gender

Pregnancy Discrimination

Pregnant students face penalties or denied accommodations related to pregnancy and childbirth.

LGBTQ+ Discrimination

Discrimination against LGBTQ+ individuals involves gender stereotypes and limits educational inclusion.

Sexual Harassment

- Unwelcome conduct of a sexual nature
- Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that tends to create a hostile or offensive school environment

Sexual Harassment Myths

- ✘ There is no such thing as same-sex harassment
- ✘ A person has to be the direct object of the harassment to be a victim
- ✘ Instructors can't be harassed by students
- ✘ The harasser must have a sexual interest in the victim
- ✘ Only women can be sexually harassed

What is Sexual Violence?

- Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent)
- A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion
- Sexual violence can be carried out by school employees, other students, or third parties
- All such acts of sexual violence are forms of sex discrimination prohibited by Title IX

On and Off-Campus Conduct

- Title IX prohibits sexual harassment both on and off campus
- Title IX applies to school activities that occur off campus where the school exercises substantial control
- Title IX may also apply to non-school related off-campus activity if it creates a hostile environment at school

Third Parties

- Students/staff are protected from harassment by persons who are neither students nor employees of the school, if such conduct occurs at the school or at a school related activity

Institutional Responsibilities Under Title IX



Title IX Coordinator Role

Institutions must designate a Title IX Coordinator to oversee compliance and respond to sex-based discrimination.

Grievance Procedures

Clear grievance procedures ensure prompt and equitable resolution of complaints of discrimination.

Preventative Training and Education

Ongoing training helps students and staff understand rights and responsibilities under Title IX.

Fair Treatment and No Retaliation

Institutions must treat complainants and respondents fairly and prohibit retaliation in all cases.

Reporting and Complaint Processes



Accessible Reporting Options

Institutions provide multiple clear channels to report sex-based discrimination, including direct coordinators and online systems.

Supportive Measures Offered

Schools offer accommodations and counseling support regardless of formal complaint status to protect individuals.

Formal Complaint Procedures

Formal complaints undergo fair investigations and hearings to ensure due process and accountability.

External Complaint Rights

Individuals may file complaints with the U.S. Department of Education's Office for Civil Rights for further recourse.

Act 16

- Rosedale Technical College prohibits any form of discrimination and harassment on the basis of sex, race, color, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, pregnancy, marital or family status, medical condition, genetic information, veteran status, or disability in any decision regarding admissions, employment, or participation in a Rosedale Technical College program or activity in accordance with the letter and spirit of federal, state, and local non-discrimination and equal opportunity laws, such as Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, The Age Discrimination in Employment Act, The Americans with Disabilities Act and ADA Amendments Act, The Equal Pay Act, [any applicable local nondiscrimination ordinance] and the Pennsylvania Human Relations Act.

Rosedale's ADA/ Nondiscrimination Policy

- . Rosedale Technical College prohibits unlawful discrimination against qualified students with disabilities and encourages their full participation within the RTC community. All faculty, staff, and administrators will actively support students with disabilities in all education programs and activities, in cases where such support is readily achievable and is not an undue burden. The Rosedale Technical College policy, in accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, defines a qualified student with a disability as “any person who is regarded as having such an impairment, and (a) who meets the academic and technical standards requisite for admission to or participation in the school's programs, and (b) who has a documented physical or mental impairment that substantially limits one or more major life activities.

Reporting Violations

- The school's policy provides how you should report violations of the school's policy against gender discrimination
- Violations should be reported to the Title IX coordinator
- Reports may be made by the complainant personally, by a representative, or a combination of the two

Investigation of Complaints

- When the school receives a complaint, the Title IX Coordinator will initiate an investigation
- A determination will be made whether the complaint is valid or not
- Retaliation is prohibited at all times, including while the investigation is pending

Definitions

- **Complainant** – an individual who is alleged to be the victim of conduct that could constitute sexual harassment
- **Respondent** – an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment
- **Formal Complaint** – a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment

School Response Requirements

- Prompt response, explaining **process to file formal complaint**
- Provision of **supportive measures**
- Statement that Title IX **prohibits retaliation**
- Explanation of a student's **right to file a criminal complaint** and a Title IX complaint simultaneously
- Explanation of available **interim measures** that may be taken to protect the student in the educational setting
- A list of **evidentiary standards** that will be used (preponderance of the evidence or the clear and convincing evidence standard) in resolving a complaint
- A list of **potential remedies** for students, potential sanctions against perpetrators, and sources of counseling, advocacy, and support

Preventing Discrimination

- Be aware of conversations that are taking place with your students and their actions. Do not participate in any conversation that could be interpreted as a violation of Title IX , Discrimination or harassment policies. Shut down any inappropriate conversations that you hear. Provide clear expectations for students in the classroom , shop and school environment.
- The school is always under an obligation to prevent discrimination, including a hostile environment and sexual violence
- Be aware of other students, staff members and guests . Statements and actions do not need to be directed at an individual in order to be considered a violation and creating a hostile environment.
- Please do not discuss any complaint that has been made with others(staff or Students).
- This includes preventing retaliation against those who make good faith complaints of Title IX violations
- It also includes taking steps while an investigation is pending to prevent ongoing harassment and retaliation

FERPA

Present by Kim Bell
Director of Financial Aid & Compliance
Rosedale Technical College
Kim.bell@rosedaletech.edu

412-521-6200
Call 412-436-5257
March 13, 2026

What is FERPA?

- The Family Educational Rights and Privacy Act (FERPA) is a federal law that affords parents the right to have access to their children's education records, the right to seek to have the records amended, and the right to have some control over the disclosure of personally identifiable information from the education records.
- When a student turns 18 years old, or enters a postsecondary institution at any age, the rights under FERPA transfer from the parents to the student ("eligible student"). The FERPA statute is found at 20 U.S.C. § 1232g and the FERPA regulations are found at 34 CFR Part 99

FERPA Training for Postsecondary Institutions

Understanding FERPA Basics

FERPA governs the privacy of student education records at federally funded postsecondary institutions.

Employee Responsibilities

All employees must recognize when FERPA applies and respond appropriately to student information requests.

Real-World Applications

FERPA compliance affects classroom practices, advising, communications, and record storage in daily operations.

Shared Compliance Responsibility

FERPA compliance is a shared duty across all campus units handling student information to maintain trust and security

What is FERPA?

FERPA Overview

FERPA is a federal law protecting the privacy of student education records for institutions receiving federal funding.

Scope and Application

FERPA applies to all educational institutions with federal funding, including colleges, universities, and technical schools.

Student Rights Transfer

At postsecondary level, FERPA rights transfer from parents to students at age 18 or upon higher education enrollment.

Importance of Compliance

Violations of FERPA can lead to complaints and loss of federal funding, highlighting the need for strict adherence.

Key Student Rights Under FERPA

Right to Inspect Records

Students can inspect and review their education records within 45 days of request to ensure transparency.

Right to Amend Records

Students may request corrections to inaccurate or misleading education records through a formal review process.

Right to Consent Disclosure

Students generally must provide written consent before their personally identifiable information is shared with third parties.

Right to File Complaints

Students can file complaints if they believe their FERPA rights have been violated with the Department of Education.

What Counts as an Education Record?

Definition of Education Records

FERPA defines education records as those related to a student and maintained by an institution or its agents.

Forms of Education Records

Education records can be paper files, electronic data, emails, audio, or photographs related to the student.

Examples of Protected Records

Protected records include transcripts, grades, disciplinary actions, financial aid, and internship evaluations.

Exclusions from FERPA

Certain records like faculty personal notes, campus police files, unrelated employment, and medical records are excluded

Directory Information

Definition of Directory Information

Directory information includes student data not considered harmful if disclosed, such as name and enrollment status.

Student Notification and Opt-Out

Institutions must inform students about directory information and provide opt-out options to protect privacy.

Compliance and Privacy Protection

Faculty and staff must honor opt-outs to avoid FERPA violations related to improper disclosure

When Can Schools Disclose Without Consent?

Legitimate Educational Interest

Schools can disclose records to officials who require information to fulfill their professional duties under FERPA exceptions. (within the institution)

Health and Safety Emergencies

Information may be disclosed without consent to protect students or others in urgent health or safety situations.

Legal and Governmental Exceptions

FERPA allows disclosures in response to subpoenas, court orders, and authorized government audits or evaluations.

Protecting Student Records

Secure Physical Records

Store physical student records in secure locations accessible only by authorized personnel to prevent unauthorized access.

Electronic Record Protection

Protect electronic records using strong passwords, secure systems, and controlled access to safeguard student data.

Confidential Communication

Avoid discussing student information in public or semi-public areas to maintain confidentiality and FERPA compliance. Do not post student grades, discuss a student's grades or attendance in front of others or discuss a student's grades or attendance with other students

Proper Records Disposal

Dispose of records securely by shredding physical documents and deleting electronic files to prevent data breaches.

FERPA and Technology

Protecting Student Privacy

FERPA requires strict protection of student information across digital platforms to maintain privacy and compliance.

Secure Communication Practices

Verify recipient identity before sharing student information via email or learning management systems.

Risks from Personal Devices

Use of personal devices or non-institutional platforms increases risk and requires adherence to policies.

Cybersecurity Awareness

Awareness of phishing, data breaches, and cyber threats is essential to prevent unauthorized FERPA violations.

Consequences of FERPA Violations

Legal and Financial Impact

FERPA violations can lead to loss of federal funding and complaints filed with the Department of Education.

Employee Disciplinary Actions

Violations may cause disciplinary actions against staff, including possible termination.

Reputation and Trust Damage

Violations harm the institution's reputation and erode student trust.

Importance of Compliance

Consistent compliance and proactive training are crucial to prevent violations.

Conclusion and Key Takeaways

Understanding FERPA Basics

FERPA governs educational records and student privacy in postsecondary education institutions.

Faculty and Staff Responsibilities

Staff must handle student information carefully and follow institutional policies to ensure compliance. Make sure not to be discussing student grades, information, etc in a public setting. Make sure all records are locked up or out of the viewing area of others, A student's grades and attendance are considered private information.

Importance of Compliance

Consistent FERPA compliance protects students, preserves institutional integrity, and minimizes risks of violations.

Applying Training Principles

Employees can confidently uphold student privacy and federal law by applying learned FERPA principles

For more information contact the Department of Education Student Privacy office- <https://studentrprivacy.ed.gov>