



Know Your Rights:

Title IX of the 1972 Education Amendments

[Title IX](#) of the 1972 Education Amendments prohibits discrimination on the basis of sex in any federally funded education program or activity. This includes all federally funded workforce development and placement programs including Workforce Investment Systems, one-stop partners or service providers. Title IX is enforced by the U.S. Department of Education's Office of Civil Rights (OCR). It only applies to Registered Apprenticeship Programs when that program has a specific federally funded program or class.

What does Title IX do?

Title IX prohibits all forms of sex discrimination including sexual harassment and assault; and discrimination in recruitment, admissions, training, discipline and employment including advancement. The prohibition on sex discrimination includes the behaviors and practices that promote or contribute to discrimination. It also specifically prohibits discrimination against pregnant and parenting students.

Educational programs are not permitted to work with employers who discriminate based on gender although they can work with employers who are recruiting students of a group against which it has historically discriminated. Single sex classes in Vocational and Career and Technical Education (CTE) schools are also expressly prohibited under Title IX. Single sex classes and schools in non CTE schools are permitted and there are specific Title IX does single sex regulations.

Retaliation is also prohibited by Title IX which includes any person opposing an unlawful educational practice or policy, or who made charges, testified or participated in any complaint action under Title IX.

Title IX applies to any educational program receiving any form of federal funding. This can include pre-apprenticeship programs as well as public schools, charter schools, libraries, museums, universities and others.

How is Title IX enforced?

Title IX is enforced by the U.S. Department of Education's Office of Civil Rights (OCR). OCR evaluates, investigates, and resolves complaints alleging sex discrimination. OCR also conducts proactive investigations, called compliance reviews, to examine potential systemic violations based on sources of information other than complaints. The OCR also provides technical assistance, information and guidance to assist educational agencies in complying with the law.





How to file a charge:

Complaints must be filed within **180 days** of the last act of discrimination. A waiver is possible if the time lapse is longer than 6 months, however, you must state the reason for the delay.

Complaints can be filed with the national office in Washington D.C. or with the [OCR enforcement office](#) in your area. You can also file an [online complaint](#).

What you need to know when filing a charge:

OCR will determine whether it has the legal authority to investigate the complaint. In the course of the investigation, there are also strict response timelines. For instance, if the OCR investigators ask you for more information, you have **20 days** to respond, otherwise the OCR will dismiss the complaint. If the OCR finds that the program did fail to comply with Title IX, they will attempt to negotiate a voluntary resolution agreement. If the program refuses to negotiate, the OCR will issue a “Letter of Impending Enforcement Action.” If the program still will not negotiate, OCR can initiate proceedings to suspend, terminate, or refuse to grant or continue Federal financial assistance. It can also refer the case to the Department of Justice for further action. If you do not agree with the decision, you have **60 days** to appeal after your receipt of the determination letter.

