Memorandum to Presidents

Date: August 7, 1975
From: Office of the Chancellor
Subject: Title IX Regulations

On July 21, 1975, Title IX regulations prohibiting sex discrimination in education went into effect. Specifically, Title IX states:

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

All units of State University of New York are subject to these regulations and are required to:

1. Designate at least one employee to coordinate efforts to comply with and carry out its responsibilities under Title IX. (In order to facilitate record-keeping and monitoring procedures, it is recommended that campus Affirmative Action Officers be designated as coordinators of Title IX compliance.)

2. Adopt and publish grievance procedures providing for prompt and equitable resolution of student and employee complaints alleging any action prohibited by Title IX. (In at least some respects, uniform grievance rules may be necessary. The subject is under active discussion and further advice will be disseminated as soon as possible.)

3. By October 21, 1975, notify all applicants for admission and employment, students, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements that it does not discriminate on the basis of sex.
Such notification shall state at least that the requirement not to discriminate in education programs and activities extends to employment therein, and to admission thereto, and that inquiries concerning the application of Title IX may be referred to the employee designated. Notification shall include publication in (i) local newspapers; (ii) newspapers and magazines operated by recipient or by student, alumnae, or alumni groups; and (iii) memoranda or other written communication distributed to every student and employee.

4. Include a statement of the non-discrimination policy in each announcement, bulletin, catalog, or application form made available to any applicant for admission or employment, student, or employee, or which is otherwise used in connection with the recruitment of students or employees.

5. Apprise each admission and employment recruitment representative of the policy of non-discrimination and require such representatives to adhere to such policy.

6. Conduct a self-evaluation to be completed by July 21, 1976, and maintained and filed for three years following, which

(a) evaluates current policies and practices and effects thereof concerning admission of students, treatment of students and employment of both academic and non-academic personnel,

(b) outlines planned modifications of any of the policies or practices which do not meet Title IX requirements,

(c) indicates appropriate remedial steps to eliminate the effect of any discrimination which resulted or may have resulted from these policies and practices.
The pamphlet enclosed, "Final Title IX Regulation Implementing Education Amendments of 1972 Prohibiting Sex Discrimination in Education," contains more detailed information. Since admissions, financial aid, housing, counseling, athletics, education programs, and employment are included under these regulations, it is recommended that a coordinating committee with representatives from each of these areas work closely with your campus Affirmative Action Officer in evaluation and implementation efforts. If you have any questions please call Dolores Barracano Schmidt, Assistant Vice Chancellor for Affirmative Action, 518/474-1091.

Thanks very much.

Ernest L. Boyer

Enclosure

This Memorandum addressed to:

Presidents, State-operated Campuses
Presidents, Community Colleges
Deans, Statutory Colleges

Copies for information only to:

President Rose
Mr. Barlow
Campus Affirmative Action Officers