

# Title IX FAQs

## **What is Title IX?**

Title IX is a federal statute that prohibits discrimination, harassment, and retaliation on the basis of sex in any term or condition of employment in higher education and in educational benefits, opportunities, and access. This includes all forms of sexual harassment, sexual violence, and sex and gender discrimination. Title IX applies to students, faculty, and employees.

## **To whom does Title IX apply?**

Title IX applies to all members of the University of Oregon community – students, faculty, staff, applicants for admission, and applicants for employment, as well as individuals who utilize campus for activities and programs (community members).

## **What is considered harassment under Title IX?**

Federal Title IX regulations define the term “sexual harassment” to include (1) unwelcome conduct of a sexual nature that is sufficiently severe and pervasive and objectively offensive that it effectively denies a person equal access to their work or education program or activity; (2) sexual assault, dating violence, domestic violence, and stalking; and (3) quid pro quo, meaning an employee of the institution conditions the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct. In addition, to be covered by Title IX, the conduct must have occurred in an education program or activity of the University of Oregon and must have occurred against a person in the United States.

Please note that the University includes sexual harassment not covered by Title IX in its Prohibited Discrimination policy. For example, the University will address sexual harassment that occurs during a study abroad program even though that conduct is not covered by Title IX.

## **What is the difference between private information and confidential information?**

Please see the [What is a confidential resource?](#)  page.