

Title IX Accommodations and Interim Measures

What is Title IX?

Title IX of the Education Amendments of 1972, a Federal law, was historically associated with actual or perceived gender-based disparities in athletic programs. However, it is a far broader law. Title IX actually covers all aspects of educational and academic-related programming and prohibits gender discrimination. Importantly, Title IX prohibits **sexual violence and sexual misconduct** which may affect the educational or campus environment.

The law provides that:

No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.

In summary, Title IX prohibits gender-based discrimination in all University of Pittsburgh programs and activities, including, but not limited to, recruiting, admissions, financial aid, academic programs, student services, counseling, guidance, advising, grievance procedures, discipline, course/class assignments, grading, recreation, athletics, housing, meal services, and employment.

Title IX Accommodations and Interim Measures at the University of Pittsburgh

As part of the University's response to a report of sexual misconduct, and regardless of whether there has been a request for formal disciplinary or law enforcement action, the University may impose interim measures or offer accommodations to address issues that impact the reporting and accused students' educational, living or work environments. These interim measures can often be put in place very quickly, prior to the resolution of any referral or criminal proceeding.

Once imposed, the University will take necessary action to enforce the implemented measures. Anyone who becomes aware of, or has a concern about a student's failure to follow any University-imposed interim measure or accommodation, should report this concern to the Student Conduct Officer.

About Title IX Accommodations and Interim Measures

The Office of Civil Rights (OCR) provides institutions of higher education with guidance for complying with Title IX. As a result, the University has a responsibility to follow OCR guidelines. OCR's guidelines for offering both the reporting and responding parties interim measures is very clear. In April of 2014, OCR published a new guidance document, *Questions and Answers on Title IX and Sexual Violence*. The document includes a section on interim measures. Section G-1 states,

"Title IX requires a school to take steps to ensure equal access to its education programs and activities and protect the complainant as necessary, including taking interim measures before the final outcome of an investigation. The school should take these steps promptly once it has notice of a sexual violence allegation and should provide the complainant with periodic updates on the status of the investigation. The school should notify the complainant of his or her options to avoid contact with the alleged perpetrator and allow the complainant to change academic and extracurricular activities or his or her living, transportation, dining, and working situation as appropriate. The school should also ensure that the complainant is aware of his or her Title IX rights and any available resources, such as victim advocacy, housing assistance, academic support, counseling, disability services, health and mental health services, and legal assistance, and the right to report a crime to campus or local law enforcement."

Examples of Available Accommodations and Interim Measures at the University of Pittsburgh

Implementation of an Interim “No Contact Order”	Assistance with connecting to the University’s Safe Rider program
Change in University-related work schedules or job assignments	Access to academic support services
Change in University-owned housing	Rescheduling of exams and assignments
Assistance from University staff in completing housing relocation	Availability of alternative course completion option, including, but not limited to the opportunity to change class schedules by transferring course sections or withdrawing without penalty
Assistance in addressing off-campus living arrangements	Voluntary leave of absence
Restricting a student’s access to certain University facilities or activities pending resolution of a matter	Assistance with contacting the appropriate police department
Access to counseling services, including assistance in arranging an initial appointment, on/or off campus	Access to and assistance with connecting to pastoral care and support through the University’s Chaplain Office
Access to and assistance with obtaining necessary medical services	Assistance in contacting community resources, such as Pittsburgh Action Against Rape, or other support services
Assistance in contacting legal resources such as County Bar Association Legal Referral, or other legal support	Guidance and support with filing a report through the University’s disciplinary system, and Title IX Office and/or through the criminal justice process

What should I do if I am asked to provide an interim measure or accommodation?

In order to comply with the Office of Civil Rights, the Title IX Office needs the support and cooperation of the entire University when seeking accommodations. If the Title IX Office requests that you provide an interim measure or accommodation to a student, faculty or staff member, it is expected that you make a reasonable effort to comply with the request. When the Title IX Office representative makes a request, he/she will typically share limited information with you, out of respect for the reporting or responding party. If you have questions or concerns regarding a request, you are always welcome to call the Title IX Office and one of our specialists will talk through the process with you..

Title IX Contact Information

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