

Plans and Procedures for Administration
and Implementation of Title IX of the
Education Amendments of 1972, in the
Cooperative Extension Service

Policy and Objectives

The purpose and objectives of Title IX is to eliminate and prohibit sex discrimination against participants (beneficiaries) and employees of educational programs and activities receiving or benefiting from Federal funds. Title IX reads that:

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

This can be achieved through implementing compliance requirements for each Extension program area, including their activities, methodologies, organizational structures, educational materials and announcements. These requirements are presented and discussed in detail in appropriate sections of this presentation.

Title IX of the Education Amendments of 1972, 7 CFR Part 15a, and these Plans and Procedures serve as a basis for administrative decision and action. These plans and procedures, at best, represent a serious attempt to provide specific answers and rather precise and detailed guidance for many problematical situations. Although additional interpretation and application of the regulations will, no doubt, become necessary and the sincerity of purpose demonstrated in this regard will in large measure determine our success.

Discriminatory Actions Specifically Prohibited

A State Extension Service in providing aid, benefit, or service to a recipient shall not, on the basis of sex:

1. Treat one person differently from another in meeting any requirement or condition for such aid, benefit, or service;
2. Provide different aid, benefit, or service or provide them in a different manner;
3. Deny any person any such aid, benefit, or service;
4. Subject any person to separate or different rules of behavior, sanctions, or other treatment;
5. Discriminate against any person in the application of any rules of appearance;

6. Apply any rule concerning the domicile or residence of a participant;
7. Aid or perpetuate discrimination against any person by providing significant assistance to any agency, organization or person which discriminates;
8. Segregate any person on the basis of sex in the receipt of such aid, benefit, or service;
9. Otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity.

A State Extension Service in applying any program criterion or requirement, shall not on the basis of sex:

1. Give preference to one person over another, by ranking persons separately, or otherwise;
2. Apply numerical limitations upon the number or proportion of persons of either sex;
3. Otherwise treat one individual differently from another;
4. Operate any test or other criterion which has a disproportionately adverse affect on persons on the basis of sex unless the test or criterion is shown to predict validly;
5. Apply any rule concerning the actual or potential parental, family or marital status of a participant which treats persons differently on the basis of sex;
6. Discriminate against or exclude any person on the basis of pregnancy, childbirth, termination of pregnancy, or recovery therefrom;
7. Treat disability related to pregnancy, childbirth, termination of pregnancy, or recovery therefrom differently from any other temporary disability or physical condition;
8. Make pre-admission inquiry or marital status of an applicant including whether the applicant is "Miss" or "Mrs."; unless any inquiry as to the marital status of an applicant is made equally to applicants of both sexes and is not used for discriminatory purposes.