

Personal Reflection: Title IX Policy

Emily Lane

Department of Higher Education, The Penn State University

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Dr. Mercy Roberg

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Title IX at North Carolina State University

My undergraduate institution, Meredith College, is an all-women's institution, so I will be evaluating the Title IX policy at our sister university, North Carolina State University (NC State). Overall, NCSU's Title IX policies are clear and leave little room for interpretation.

Vague Policies

Introduction to the Title IX Sexual Harassment Policy

This introduction is intentionally vague after being explicit in what the Federal Regulations related to Title IX address. It reads:

“Allegations of misconduct that do not meet the definition of Title IX Sexual Harassment or Retaliation under this policy may be subject to other university policies including but not limited to the Code of Student Conduct (NCSU POL 11.35.01) or the Equal Opportunity, Non-Discrimination and Affirmative Action Policy (NCSU POL 04.25.05) (Board of Trustees, 2020a, para.5)”.

This vague paragraph concludes the introduction to Title IX but precedes the definitions and specifics of NC State's Title IX policy and procedures. Its vagueness seems like an intentional warning to the reader to encourage mindful actions as violating this policy will be treated seriously either through Title IX regulations or other Student Conduct regulations.

Introduction to the Student Code of Conduct

The introduction to NC State's POL 11.35.01 within the Student Code of Conduct addresses Title IX and reads:

“All students at North Carolina State University (NC State) are responsible for conducting themselves in a manner that helps enhance an environment of learning in which the rights, dignity, worth, and freedom of each member of the academic

community are respected. Violations of campus or University policies, rules or regulations, or federal, state, or local law may result in a violation of the Code of Student Conduct and imposition of sanctions (Board of Trustees, 2020b, para.1).”

This introduction is intentionally vague so students who do not intend to read the code in its entirety understand the severity of following the guidelines of the community. It presents a general definition of the conduct students will be required to uphold. It also details that breaking this code may result in sanctions from internal or external governance structures.

Takeaways

I am very surprised by my investigation into NC State’s Title IX policy. Every time I thought I found a vague statement it was directly followed by a hyperlink to specific policies. I ended up reading over 10 different pages that were all incredibly informative about the niche of Title IX they discussed. For example, there are dedicated spaces on the website to explain what Title IX is, why it exists, who it protects, and which members of the faculty and staff are designated to enforce it (NC State University, n.d.). There are also easily accessible resources for complaints and respondents of Title IX concerns or violations. In fact, it is so clear that there is also a flow chart to detail exactly what the procedure is to address Student Conduct violations (NC State University Division of Academic Affairs, n.d.). It seems that NC State is committed to upholding Title IX and protecting itself from any lawsuits surrounding the violation of these policies.

References

- Board of Trustees. (2020a). POL 04.25.07 – Title IX sexual harassment policy. Policies Regulations Rules. Retrieved October 5, 2021, from <https://policies.ncsu.edu/policy/pol-04-25-07/>.
- Board of Trustees. (2020b). POL 11.35.01 – Code of student conduct. Policies Regulations Rules. Retrieved October 5, 2021, from <https://policies.ncsu.edu/policy/pol-11-35-01/>.
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