

A college or university is permitted to take affirmative action to overcome the effects of conditions that have previously limited the participation of persons of either sex in the programs and activities of the institutions.

Title IX requires the identification and elimination of inequities in specific aspects of higher education. The goal of equal opportunity for women and men, however, calls for much more than the prohibition of discriminatory practices. Although Title IX does not require affirmative action, the Regulation does permit it, thereby encouraging institutions to increase their range of effective action toward equal opportunity.

Some colleges and universities are looking beyond the elimination of double standards to examine attitudes, policies, and practices that may limit opportunity in ways that are not subject to laws. Examples include exploration by institutional personnel of their attitudes and assumptions; review of textbooks and other teaching materials in terms of their portrayal of men and women; reexamination of academic rules to determine the necessity for full-time study or the length of residency requirements; review of the content of standard departmental classes to determine whether the concerns and accomplishments of women as well as men are included or whether special women's studies in their disciplines are needed; inspection of teaching schedules of graduate assistants to insure that inconvenient hours are not disproportionately assigned to those who are solely responsible for the care of children; and consideration of ways to avoid sex bias in the writing or reading of recommendations.

Other positive actions include the support or establishment of counseling programs that meet the special needs of women or men, adoption of plans to encourage women to consider traditionally male-dominated subjects and vice versa, exploration of flexible course schedules to meet the needs of mature students, establishment or support of women's career centers and commissions for women, and development of a variety of childcare options.

Title IX provides the impetus for all institutions to re-examine their academic environments.

The Evergreen State College recognizes its legal and moral commitment to equal opportunity and fully intends to comply with Title IX. As a part of our compliance effort, we must conduct a self-evaluation to determine the extent of our compliance with Title IX.

Memorandum  
Title IX Self-Evaluation  
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For your assistance and convenience a copy of the Final Title IX Regulation Implementing Education Amendments of 1972 Prohibiting Sex Discrimination In Education has been included to use during the self-evaluation.

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attachments

cc: Charles McCann ✓  
Dean Clabaugh  
Ed Kormondy