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 iniquities
in specific aspects of higher education. The goal of equal oppor-
tunity 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; reexamina-
tion 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 incon-
venient 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, establish-
ment 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 commit-
tment 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
Page Three

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.

kb

attachments

cc: Charles McCann
    Dean Clabaugh
    Ed Kormondy