



Navigating Single-Sex Programs & Equitable Access Workshop Agenda

Description:

While sexual harassment and sexual assault tend to dominate conversations about Title IX, this four-hour ATIXA workshop instead focuses on issues of sex discrimination critical to Title IX compliance, and that have become the subject of increasing complaints to OCR (at least 300) against colleges and universities.

ATIXA's experts will lead a discussion about single-sex programs and disparate treatment. First, attendees will learn about disparate treatment on the basis on sex, including distinguishing disparate treatment from disparate impact and how to analyze, investigate, and resolve a disparate treatment complaint. Next, the discussion will center on single-sex programs, exploring which single-sex programs the Title IX regulations permit and how to implement them. Lastly, the course material will touch on scholarships and any Title IX dimensions that may apply.

Attendees will explore these topics in an engaging format that will provide approximately 90 minutes of content presented by an expert facilitator. Then participants will work on a set of case studies in small groups for 75 minutes. The workshop will conclude with all participants reconvening as a group to discuss each case study, share solutions, problem-solving techniques, and priorities, and receive feedback from the experts.

Learning Outcomes:

After completing this course, participants will be able to...

- Describe the disparate treatment analysis and how to address and remedy disparate treatment complaints
- Explain academic scholarship inequity, how to audit scholarships, and ensure that the overall distribution of funds is compliant with Title IX
- Understand how disparate impact presents in educational and employment environments, including how to constructively address disparate impact issues
- Distinguish between when affirmative action may serve as a justification for single-sex programs and when it cannot
- Articulate when and how Title IX permits and prohibits single-sex programs and how to proactively assess programs to prevent compliance challenges

Workshop Topics

Terminology and Basic Premise

- Defining Terms

Regulatory Exceptions

- Boys/Girls/Nation Conferences
- Father-Son and Mother-Daughter Activities
- Classes
- Physical Education
- Chorus
- Social Fraternities and Sororities
- Scouts, YMCA, and YWCA
- Voluntary Youth Service Organizations
- Religiously Affiliated Institutions
- Admissions
- Athletic Teams
- Single-Sex Housing
- Single-Sex Restrooms and Locker Rooms
- Academic Scholarships
- Non-funded Fellowship, Leadership, or Other Advancement Programs

Separate but Equal

- Separate and Equal in K-12
- Single-Sex Schools (Separate and Equal)

“Preferred Sex” Programs

- “Preferred Sex” Programs

Affirmative Action

- “Affirmative Action” Programs
- “Affirmative Action” Program Example

Case Studies

Note: Workshops do not include a standard break. Participants are welcome to eat and/or drink during the workshop and step away for other needs as necessary. Workshop start and end times for in-person events are determined by the host site. All virtual workshops take place from 11 AM – 3 PM ET unless otherwise specified.