UNIVERSITY OF LOUISVILLE®

Ensuring Program, Activity and Event Inclusion

Office of the Provost
September 16, 2022

Background:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, and its implementing regulation, 34 C.F.R. Part 100 (Title VI), which prohibit discrimination on the bases of race, color or national origin by recipients of Federal financial assistance.

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, and its implementing regulation, 34 C.F.R. Part 106 (Title IX) prohibit discrimination on the basis of sex by recipients of Federal financial assistance.

The University of Louisville receives Federal financial assistance; therefore, it is subject to Title VI and Title IX and their implementing regulations.

It is well within the law and within the University purview to provide programs and activities that focus on the needs and issues of a particular group or groups in our campus community.

HOWEVER, Title VI and Title IX prohibit directly or indirectly denying the participation in, or denying the benefits of, a program or activity to a person or group because of their race, color, national origin, sex, sexual orientation, or gender identity.

There are some steps we can take to ensure consistent messaging and to insulate us from future complaints.

1. Review websites, criteria for awards, invitations, and communication about programs, activities, organizations, and awards.

2. Ensure that indeed all are welcome regardless of the content of the program or activity.

3. Ensure that language and actions reflect inclusion and non-discrimination.

4. Follow the directives of any resolution agreement issued by the OCR and signed off on by University Officials.

Include wording on websites, marketing, invitations, advertisements, etc. that clearly articulate non-discrimination and inclusiveness.

The XYZ Program is open to all eligible faculty, staff, and students regardless of race, color, national origin, sex, disability, or age. (Language can be adjusted if the program is focused on one or two of the three groups listed.)

Examples of statements

Out of compliance	In compliance
“The XYZ Scholarship is awarded to Hispanic and Latinx students who earn a 3.0 GPA….”	“ The XYZ Scholarship is designed for the advancement of Hispanic and Latinx students who earn a 3.0 GPA….The XYZ Scholarship is open to all eligible students regardless of race, color, national origin, sex, disability or age.”
“The XYZ Program is for faculty who identify as Black, Indigenous, People of Color to….”	“The XYZ Program is centered around faculty who identify as Black, Indigenous People of Color or support Black, Indigenous or People of Color to…. The XYZ Program is open to all eligible faculty regardless of race, color, national origin, sex, disability or age.”
“The XYZ event is for female staff to connect and network…”	“The XYZ event aims to provide an opportunity for female staff to connect and network…The XYZ event is open to all staff regardless of race, color, national origin, sex, disability or age.”