

**Civil Rights at Friends University – Quick Reference Table**

An overview of key federal civil rights laws that apply in higher education.

<b>Law</b>	<b>What It Covers</b>	<b>University Responsibility</b>	<b>Mandatory Reporter Responsibility</b>	<b>When HR / University Investigations</b>
Title VII	Employment discrimination and harassment	Ensure fair hiring, pay, promotion, discipline, and a discrimination-free workplace.	Supervisors and managers must report known or suspected employment discrimination or harassment.	HR leads when employees or student workers (acting as employees) are involved.
Title VI	Race, color, or national origin discrimination in education	Ensure equal access to educational programs and address harassment that limits participation or learning.	All employees must report discrimination or harassment affecting students or programs.	Investigations occur when student conduct, patterns, systemic concerns, or retaliation are involved.
Title IX	Sex-based discrimination and sexual misconduct	Provide supportive measures and respond promptly and equitably to reports.	All employees must report potential sex-based misconduct to the Title IX Coordinator.	Title IX Coordinator leads and/or facilitates investigations when formal complaint is received.
Title V	Retaliation and enforcement	Protect reporting processes and prevent retaliation against reporters or participants.	Employees must not discourage reporting and must report retaliation or interference.	HR investigates retaliation, even if the original complaint is not substantiated.