Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972 are federal antidiscrimination laws. The University of Tennessee (UT) must comply with the laws because UT is a state employer, employs more than fifteen people, and receives federal funding.

Both Title VII and Title IX prohibit sex-based discrimination. Together, these laws prohibit:

- Treating similarly-situated people differently based on sex (including gender);
- Providing different aids, benefits, or services based on sex (including gender);
- Making rules that treat individuals differently based on parental or pregnancy status;
- Failing to adequately respond to sexual harassment (including quid pro quo and hostile environment sexual harassment).

**UT is empowered to respond to possible Title VII and/or Title IX violations by:**

- Connecting reporters to University, campus, or community resources for care and support;
- Initiating a University investigation;
- Facilitating a non-investigatory resolution; and/or,
- Providing relevant training on community expectations for behavior and policy compliance.

While both Title VII and Title IX prohibit sex-based discrimination, there are differences in their scope and applicability. There is no expectation for campus community members to develop expertise in whether their concerns fall under Title VII or Title IX.

The Office of Access and Compliance receives discrimination complaints and ensures that allegations are reviewed and responded to under the appropriate policy.