



Connecticut Association of Boards of Education

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PRESENTS POLICY HIGHLIGHTS

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New Resources from the U.S. Department of Education Will Help School Administrators Address Sex Discrimination and Provide Equal Opportunity Based on Sex, including Pregnancy or Related Conditions and Parental, Family, or Marital Status

CABE's Policy Department's usual practice is to publish these Policy Highlights twice monthly, approximately two weeks apart. However, considering the importance of ensuring districts have all the resources available to ensure compliance with Title IX, I wanted to provide the following information immediately.

The U.S. Department of Education's Office for Civil Rights (OCR) released two new resources to help schools comply with the 2024 amendments to Title IX Regulations, which went into effect Aug. 1, 2024. The resources explain how the 2024 Title IX Regulations clarify and update longstanding obligations related to Title IX coordinator duties and prohibitions on sex discrimination based on pregnancy or related conditions and parental, family, or marital status.

The new Title IX resources are:

[2024 Title IX Regulations: Impact on Title IX Coordinator Duties](#) highlights new and updated requirements for Title IX coordinators, who play a critical role in ensuring compliance with their schools' Title IX obligations. This resource answers questions such as:

- What training must be provided to a Title IX coordinator?
- What steps must a Title IX coordinator take in response to notice of possible sex discrimination?
- What actions must a Title IX coordinator take related to students who are pregnant or experiencing pregnancy-related conditions?

[2024 Title IX Regulations: Nondiscrimination Based on Pregnancy or Related Conditions & Parental, Family, or Marital Status](#), which clarifies prohibitions on sex discrimination on these bases for students, employees, and applicants for admission or employment. This resource answers questions such as:

- What does "pregnancy or related conditions" include? How does Title IX apply to "parental status"?
- How can a student get pregnancy-related reasonable modifications, leave reinstatement, and access to a lactation space?
- What type of lactation time and space must a school provide for employees?

These new resources complement other previously released technical assistance documents to help implement the 2024 Title IX Regulations, including a [summary](#) of major provisions; a [resource](#) for drafting Title IX nondiscrimination policies, notices of nondiscrimination, and grievance procedures; [pointers](#) for implementation; and a small entity compliance [guide](#).

As of Aug. 28, 2024, pursuant to federal court orders, the Department is currently enjoined from enforcing the [2024 Final Rule](#) in the states of Alabama, Alaska, Arkansas, Florida, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Nebraska, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, West Virginia, and Wyoming. The Department is also currently enjoined from enforcing the 2024 Final Rule at the schools on the list [available here](#). Per court order, this list of schools may be supplemented in the future. The Final Rule and these resources do not currently apply in those states and schools. Pending further court orders, the Department's Title IX Regulations, as amended in 2020 ([2020 Final Rule](#)), remain in effect in those states and schools.

Any updates on the 2024 Title IX Regulations will be posted to [Sex Discrimination: Overview of the Law \(ed.gov\)](#), which also includes a link to the final regulations as published in the electronic Code of Federal Regulations at [34 CFR Part 106](#), as well as the [official](#) version and preamble.

CABE's updated model Title IX Policy and Grievance Procedures can be found here [4000.1/4200.1/5145.44](#).

CABE's updated model Nondiscrimination Policy and related materials can be found here [0521](#).