



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

1999 BRYAN ST., SUITE 1620
DALLAS, TX 75201-6810

REGION VI
ARKANSAS
LOUISIANA
MISSISSIPPI
TEXAS

XXXXXX, Superintendent
Eanes Independent School District
601 Camp Craft Road
Austin, TX 78746

RE: OCR Case No. 06151535
Eanes Independent School District

This letter is to inform you the U.S. Department of Education (“Department”), Office for Civil Rights (“OCR”), Dallas Office, has completed its processing of the above-referenced complaint for resolution, which was filed against the Eanes Independent School District (“District”) in Austin, Texas, and was received by OCR on June 5, 2015. In the complaint, the complainant alleged that the EISD discriminated against female athletes. Specifically, the complainant alleged that the District is in violation of Title IX with regard to its high school athletics program, namely, that they had not replaced a girls’ soccer coach and hired underqualified girls’ coaches.

OCR is responsible for enforcing Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681, and its implementing regulation at 34 C.F.R. Part 106. Title IX prohibits discrimination on the basis of sex by recipients of Federal financial assistance from the Department. The EISD is a recipient of Federal financial assistance from the Department. Thus, OCR has jurisdiction to investigate complaint allegations against the EISD under Title IX.

During its investigation, OCR reviewed information provided by the District. Prior to the completion of OCR’s investigation, the District informed OCR that it was interested in resolving the complaint allegation. Section 302 of OCR’s *Case Processing Manual* provides that a complaint may be resolved at any time when, prior to the conclusion of an investigation, the recipient expresses an interest in resolving the allegation. The provisions of the resulting voluntary resolution agreement will be aligned with the complaint allegations or the information obtained during the investigation, and will be consistent with applicable regulations. OCR approved the District’s request to resolve this complaint prior to the conclusion of the investigation.

The District voluntarily submitted the enclosed Resolution Agreement (“Agreement”) to resolve this complaint; the Agreement was signed by the District on May 26, 2016. OCR has determined

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the provisions of the Agreement are aligned with the complaint allegation and appropriately resolves it. Further, OCR accepts the Agreement as an assurance the District will fulfill its obligations under Title IX with respect to this complaint. The dates for implementation and specific actions are detailed in the Agreement. Accordingly, as of the date of this letter, OCR will cease all investigative actions regarding this complaint. However, OCR will actively monitor the District's implementation of the Agreement. Please be advised that if the District fails to adhere to the actions outlined in the Agreement, OCR will immediately resume its compliance efforts.

This letter sets forth OCR's determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public.

Please be advised the District may not harass, coerce, intimidate, or discriminate against any individual because he or she has filed a complaint or participated in the complaint resolution process. If this happens, the complainant may file another complaint alleging such treatment.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. In the event that OCR receives such a request, we will seek to protect, to the extent provided by law, personally identifiable information, which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

Thank you for the cooperation extended to OCR in our efforts to resolve this complaint. If you have any questions regarding this letter, please contact Ms. Sara Koehn, the attorney assigned to the matter at (214) 661-9629 or sara.koehn@ed.gov, or Melissa Malonson, Supervisory Attorney/ Team Leader at (214) 661-9600 or at melissa.malonson@ed.gov.

Sincerely,

Taylor D. August
Regional Director
Office for Civil Rights
Region VI, Dallas Office

Enclosure