



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE FOR CIVIL RIGHTS -- REGION VII

January 15, 2015

XXXXX X. XXXXX, Esq.  
Office of the General Counsel  
University of Missouri System  
227 University Hall  
Columbia, Missouri 65211

Re: OCR Docket # 07132243

Dear Mr. XXXXX:

On June 19, 2013, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received a complaint against the Missouri University of Science and Technology (University), Rolla, Missouri, alleging discrimination based on race and national origin. This letter is to confirm that the University has voluntarily submitted a Resolution Agreement to OCR to resolve this complaint.

The complainant, a former student, alleged the University failed to provide a prompt and equitable process to address his fall 2012 complaint of discrimination on the basis of his race (African American) and/or national origin (Nigerian ancestry).

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

As a recipient of FFA from the Department, the University is subject to Title VI. Additional information about the laws OCR enforces is available on our website at <http://www.ed.gov/ocr>.

Prior to the completion of OCR's investigation, the University submitted a signed Agreement (copy enclosed) on (January 14, 2015) that, when fully implemented, will address the allegations of this complaint.

OCR considers the allegations of this complaint resolved effective the date of this letter and will monitor the University's implementation of the Agreement.<sup>1</sup> When OCR concludes the

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<sup>1</sup> As was discussed with you during a July 10, 2014 telephone call, OCR has received a new complaint against the University alleging violations of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681, and its

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**[www.ed.gov](http://www.ed.gov)**

University has fully implemented the terms of the Agreement, OCR will close the complaint. If the University fails to carry out the Agreement, OCR may resume its investigation.

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. The complainant may have the right to file a private suit in Federal court whether or not OCR finds a violation.

OCR is committed to prompt and effective service. If you have any questions, please contact XXXXX XXXXX, Attorney, at (816) 268-XXXX (voice) or (877) 521-2172 (telecommunications device for the deaf), or by e-mail at [XXXXX.XXXXX@ed.gov](mailto:XXXXX.XXXXX@ed.gov).

Sincerely,

/s/ Karl Menninger

Karl Menninger  
Supervisory Attorney

Enclosure

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implementing regulation at 34 C.F.R. Part 106. OCR is going to conduct, under a new OCR docket number (07142192), a comprehensive investigation into whether the University has failed to promptly and equitably respond to complaints, reports, and/or incidents of sexual harassment and sexual violence of which it has notice and, as a result, has subjected University students to a sexually hostile environment. OCR initiated this investigation on May 21, 2014. Because the University uses the same nondiscrimination grievance policy to address complaints of discrimination pursuant to Title IX and Title VI, the investigation for OCR docket number 07142192 will also address any specific concerns related to the nondiscrimination grievance policy that may have been identified during the course of OCR's investigation of OCR docket number 07132243.