



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

THE WANAMAKER BUILDING, SUITE 515  
100 PENN SQUARE EAST  
PHILADELPHIA, PA 19107-3323

REGION III  
DELAWARE  
KENTUCKY  
MARYLAND  
PENNSYLVANIA  
WEST VIRGINIA

**September 26, 2014**

IN RESPONSE, PLEASE REFER TO: 03142021

Kevin Clayton, Interim President  
Lehigh University  
27 Memorial Drive West  
Bethlehem, PA 18015

Dear President Clayton:

This is to notify you of the resolution of the complaint against Lehigh University (the University). The Complainant alleged that the University discriminates against XXXXXX, as a class, on the basis of race and color. Specifically, the Complainant alleged that the University permitted a XXXXXX to exist on its campus by failing to provide appropriate responses to incidents of harassment based on race and color, of which the University had notice.

OCR enforces Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, and its implementing regulation, 34 C.F.R. Part 100 (Title VI), which prohibit discrimination on the basis of race, color or national origin by recipients of Federal financial assistance. As a recipient of Federal financial assistance from the Department, the University is subject to these laws.

Under OCR procedures, a complaint may be resolved before the conclusion of an investigation if a recipient asks to resolve the complaint by signing a resolution agreement. The provisions of the resolution agreement must be aligned with the complaint allegations or the information obtained during the investigation and will be consistent with applicable regulations. Such a request does not constitute an admission of a violation on the part of the University, nor does it constitute a determination by OCR of any violation of our regulations.

Consistent with OCR's procedures, the University agreed to resolve this complaint through a resolution agreement and, on September 26, 2014, the University signed a voluntary resolution agreement (Agreement) with OCR in order to resolve the matter. As is our standard practice, OCR will monitor the University's implementation of the Agreement, a copy of which is enclosed. Accordingly, OCR is concluding its investigation of this complaint.

This letter is not intended, nor should it be construed, to cover any other issues regarding the University's compliance with Title VI or its implementing regulations that may exist and are not discussed herein. The Complainant may have the right to file a private lawsuit in Federal court whether or not OCR finds a violation.

*The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.*

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

Please be advised that the University 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 your cooperation in this matter. Additionally, we would also like to take this opportunity to thank Olabisi Okubadejo for all of her assistance and cooperation with regard to this matter as well. If you have any questions, please feel free to contact Dale J. Leska, Investigator, at (215) 656-8562 or by email at [dale.leska@ed.gov](mailto:dale.leska@ed.gov).

Sincerely,

/s/

Vicki Piel  
Team Leader/Supervisory Attorney  
Philadelphia Office

Enclosure

cc: Olabisi L. Okubadejo, Esq.  
Frank Roth, Esq.