



**UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS**

500 WEST MADISON ST., SUITE 1475  
CHICAGO, IL 60661-4544

**REGION V**  
ILLINOIS  
INDIANA  
IOWA  
MINNESOTA  
NORTH DAKOTA  
WISCONSIN

February 19, 2014

Dr. Eric W. Kaler  
President  
University of Minnesota–Twin Cities  
100 Church Street Southeast  
Minneapolis, MN 55455-0422

Re: OCR # 05-13-2476

Dear Dr. Kaler:

This is to advise you of the disposition of the above-referenced complaint filed with the U.S. Department of Education (Department), Office for Civil Rights (OCR), on August 7, 2013, against the University of Minnesota Twin-Cities (University) alleging discrimination on the basis of disability.

Specifically, the complaint alleged the University discriminated against the Complainant on the basis of disability (Mild Traumatic Brain Injury) in the 2012-2013 academic year when the University denied her request for disability-related academic adjustments in her courses, which caused her to take a leave of absence from the University in January 2013.

OCR is responsible for enforcing Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. § 794, and its implementing regulation, 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability by recipients of Federal financial assistance. OCR also enforces Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. § 12132, and its implementing regulation, 28 C.F.R. Part 35, which prohibit discrimination on the basis of disability by public entities. As a recipient of Federal financial assistance from the Department and a public entity, the University is subject to these laws.

In accordance with Section 302 of OCR's *Case Processing Manual* a complaint may be resolved at any time when, before the conclusion of an investigation, the recipient expresses an interest in resolving the complaint. Prior to the conclusion of OCR's investigation, the University requested to resolve the complaint. Subsequent discussions with the University resulted in the University signing the enclosed agreement (Agreement) which, when fully implemented, will resolve the issue raised in the complaint.

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OCR will monitor the University's implementation of the Agreement. If the University fails to implement the Agreement, we may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of the Agreement. We look forward to receiving the University's first report on its implementation of the Agreement by March 15, 2014.

Please be advised 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.

If you have any questions about this letter, please feel free to contact Jason Frazer at 312-730-1653.

Sincerely,

Ann Cook-Graver  
Supervisory Attorney

Enclosure