



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

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

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NORTH DAKOTA  
WISCONSIN

July 16, 2014

Mr. Jose Aybar  
President  
City Colleges of Chicago-Richard J. Daley College  
7500 South Pulaski Road  
Chicago, IL 60652

Re: OCR Docket #05-14-2084

Dear Mr. Aybar:

This is to advise you of the disposition of the above-referenced complaint that was filed with the U.S. Department of Education (Department), Office for Civil Rights (OCR) against the City Colleges of Chicago-Richard J. Daley College (College), alleging discrimination on the basis of race and sex.

Specifically, the complaint alleges that the College subjected the Complainant to discrimination on the bases of race (XXXXXXXX) and sex (XXX) in XXXXXX, when several XXXXXXXXXXXXXXXX created a hostile environment in that XXXXXXXXXXXXXXXXXXXXXXXX to XXXX XXXXX XXXXXXXXXXX, XXXXXXXXXXX XXXX XX XXXXXXX XXXXX XXX XXXXX, XXXXXXXXXXX XX XXXXXXXXXXX XXXX XXXXXXX XXX, XXXX XXXXXX XX XXXXXX XX XXXXXXX XXX XXXX XXXXXXX.

OCR is responsible for enforcing Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §2000d, and its implementing regulation at 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. OCR is also 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 in any education program or activity operated by a recipient of Federal financial assistance. As a recipient of Federal financial assistance from the Department, the College 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 College requested to resolve the complaint. Subsequent discussions with the College resulted in the College signing the enclosed agreement (Agreement) which, when fully implemented, will resolve the issues raised in the complaint. The provisions of the Agreement are aligned with the complaint allegations and the information obtained during OCR's investigation and are consistent with the applicable regulations.

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

OCR will monitor the College's implementation of the Agreement. We look forward to receiving the College's first monitoring report, which is due by August 15, 2014.

Please be advised that the College 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.

We would like to thank you, your staff, and especially the College's Counsel, XXX XXXXXXXX XXXXX, XXXXX XXXXXXXXXX, for the courtesy and cooperation extended to OCR during the resolution of this complaint. If you have any questions regarding this matter, please do not hesitate to contact me or Patrick Alexander of my staff at 312-730-1716.

Sincerely,

Aleeza Strubel  
Supervisory Attorney

Enclosure

cc: XXXXXXXXXXXXXXXX  
cc: XXXXXXXXXXXXXXXX