



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

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May 1, 2018

Mr. Brian Henning
District Administrator
Waterloo School District
813 N. Monroe Street
Waterloo, Wisconsin 53594

OCR Case No. 05-18-1067

Dear Mr. Henning:

The U.S. Department of Education (Department), Office for Civil Rights (OCR), has completed its complaint resolution efforts with regard to the above-referenced complaint of discrimination on the basis of sex filed on November 15, 2017, against the Waterloo School District (District).

More specifically, the Complainant alleged that the District discriminated against a seventh grade student (Student A) on the basis of sex when it failed to promptly and equitably respond to a November 14, 2017, report of sexual misconduct by another student thereby creating a sexually hostile environment for Student A and other students.

OCR is responsible for enforcing Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681–1688, and Title IX’s implementing regulation, 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 from the Department. As a recipient of Federal financial assistance from the Department, the District is subject to the requirements of Title IX.

During its investigation, OCR reviewed documents provided by the Complainant and the District, and interviewed the Complainant, Student A and District staff. Prior to the conclusion of OCR’s investigation, the District expressed interest in resolving the complaint in accordance with Section 302 of OCR’s *Case Processing Manual* (CPM). The District signed the enclosed Resolution Agreement and submitted it to OCR on April 30, 2018, which, when fully implemented, will resolve the issue raised in the complaint. OCR will monitor the implementation of the Resolution Agreement.

This concludes OCR’s investigation of the complaint and should not be interpreted to address the District’s compliance with any other regulatory provision or to address any issues other than those addressed in this letter. 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 Department of Education’s mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.

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Please be advised that 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 individual 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.

The Complainant may have a right to file a private suit in federal court whether or not OCR finds a violation. OCR would like to thank you for your cooperation during our investigation.

If you have any questions, please contact Susan Johlle, Attorney, at (312) 730-1586 or by email at Susan.Johlle@ed.gov.

Sincerely,

Dawn R. Matthias
Team Leader

Enclosure