



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

1999 BRYAN ST., SUITE 1620  
DALLAS, TX 75201-6810

REGION VI  
ARKANSAS  
LOUISIANA  
MISSISSIPPI  
TEXAS

XXXX XXXX XXXX

Mr. Micheal French, Superintendent  
Terrell Independent School District  
700 N. Catherine Street  
Terrell, TX 75160

RE: OCR Docket # 06-13-1573  
Terrell Independent School District

Dear Superintendent French:

The U.S. Department of Education (Department), Office for Civil Rights (OCR), Dallas Office, has completed its investigation of the above referenced complaint filed against the Terrell Independent School District (TISD), Terrell, Texas, and received by OCR on XXXX XXXX. The complainant alleged that the TISD subjected XXXX XXXX (hereinafter, the Student) to discrimination on the basis of sex when: (1) XXXX XXXX XXXX XXXX XXXX XXXX XXXX School engaged in inappropriate sexual contact with XXXX on XXXX XXXX XXXX but the TISD did nothing about the incident, and (2) when at a meeting in XXXX XXXX, the TISD XXXX XXXX instructed the complainant to not say anything about the incident.

OCR is responsible for enforcing Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any education program or activity receiving Federal financial assistance from the Department. TISD was a recipient of financial assistance from the Department. Therefore, OCR had jurisdictional authority to investigate this complaint under Title IX.

OCR investigated whether the Terrell ISD discriminated against the Student on the basis of sex by failing to respond promptly and equitably to sexual harassment (i.e., physical conduct of a sexual nature) during the XXXX school year which was sufficient to constitute a hostile environment, and of which it had notice, in violation of Title IX and its implementing regulation at 34 C.F.R. §§ 106.8 and 106.31.

During the investigation, OCR reviewed information provided by the complainant and documentation provided by the TISD, conducted an on-site investigation wherein OCR conducted interviews of TISD administrators, faculty and staff, and OCR conducted a rebuttal interview of the complainant. Based on our review and analysis of the information obtained during this investigation, OCR has determined that there is sufficient evidence to support a finding of a violation of Title IX. The basis for this determination is outlined below.

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

### Legal Standard

The regulation implementing Title IX, at 34 C.F.R. § 106.31, provides generally that, except as provided elsewhere in the regulation, “. . . no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any . . . education program or activity” operated by recipients of Federal financial assistance. The Title IX implementing regulation, at 34 C.F.R. §§ 106.8 and 106.9, also requires a recipient to designate a Title IX Coordinator, adopt grievance procedures, and implement specific and continuing steps to provide notice that it does not discriminate on the basis of sex in its education programs or activities.

Sexual harassment that creates a hostile environment is a form of sex discrimination prohibited by Title IX. Sexual harassment is unwelcome conduct of a sexual nature, which may include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature. Sexual harassment creates a hostile environment if the conduct by an employee, another student, or a third party is so severe, persistent or pervasive that it denies or limits a student’s ability to participate in or benefit from the recipient’s program. To investigate or otherwise resolve issues of sexual harassment, OCR considers whether: (1) the recipient has disseminated a policy prohibiting sex discrimination under Title IX and effective grievance procedures; (2) the recipient appropriately investigated or otherwise responded to allegations of sexual harassment; and (3) the recipient has taken immediate and effective corrective action responsive to any harassment that the investigation determined took place, including effective actions to end the harassment, prevent its recurrence, and, as appropriate, remedy its effects. The Title IX regulation, at 34 C.F.R. § 106.8(a), specifically requires that each recipient designate at least one employee to coordinate its responsibilities to comply with and carry out its responsibilities under Title IX, including any investigation of any complaint communicated to such recipient alleging its noncompliance with Title IX. This provision further requires that the recipient notify all of its students and employees of the name (or title), and office address and telephone number of the employee(s) so designated. The recipient must ensure that employees designated to serve as Title IX coordinators have adequate training on what constitutes sex discrimination (including gender-based harassment) and that they understand how the recipient’s grievance procedures operate.

Additionally, the Title IX regulation, at 34 C.F.R. Section 106.8(b), requires recipients to adopt and publish grievance procedures providing for the prompt and equitable resolution of complaints alleging any action that would be prohibited by Title IX. In evaluating whether a recipient’s grievance procedures are prompt and equitable, OCR considers whether the procedures provide for:

1. notice to students and employees of the procedures, including where complaints may be filed;
2. application of the procedures to complaints alleging harassment carried out by employees, other students, or third parties;

3. adequate, reliable, and impartial investigation of complaints, including the opportunity to present witnesses and other evidence;
4. designated and reasonably prompt timeframes for the major stages of the complaint process;
5. notice to the parties of the outcome of the complaint and any appeal; and
6. an assurance that the recipient will take steps to prevent recurrence of any harassment and to correct its discriminatory effects on the complainant and others, if appropriate.

Further, the Title IX regulation, at 34 C.F.R. 106.9, requires recipients to notify applicants for admission and employment, students, parents, employees and other interested parties that it does not discriminate on the basis of sex in the educational program or activity which it operates and that inquiries concerning the application of Title IX to such recipient may be referred to the employee designated pursuant to § 106.8. Recipients are required to include the name, address, and telephone number of the designated coordinator in their notifications.

### Background

Terrell Independent School District (TISD) is a public school district based in Terrell, Texas. Terrell is located approximately 30 miles east of Dallas in Kaufman County, Texas. TISD is comprised of eight schools (four elementary schools, one middle school, one high school, two alternative education facilities) with a total district enrollment of 4,400 students. Female students represent 49.7% of total district enrollment, while male students comprise 50.3% of the overall enrollment. At the time of the alleged discrimination, the Student was enrolled at XX-redacted to end of sentence-XX. XXXX XXXX serves XXXX XXXX XXXX students with a total student enrollment of XXXX students. Female students represent XXXX % of the overall school enrollment at XXXX XXXX, while male students comprise XXXX % of the enrollment.

During the XXXX school year, the Student was XX-redacted to end of sentence-XX. The XXXX class met from 7:50 A.M. to 2:50 P.M., Monday through Friday. The Student was assigned to Teacher A's class, along with thirteen other students, for the duration of each school day. The XXXX class also had a Teacher Aide. The complainant informed OCR that, XX-redacted phrase-XX stayed in the classroom with Teacher A while the Teacher Aide walked the other students XXXX XXXX XXXX, XXXX XXXX XXXX XXXX XXXX. The complainant alleged that she informed the TISD that Teacher A inappropriately touched the Student's penis but that the TISD failed to do anything about it, and the TISD XXXX XXXX XXXX told her to not speak about the incident to anyone.

### Investigative Findings

#### ***Whether the recipient has a disseminated policy prohibiting sex discrimination under Title IX and effective grievance procedures***

- a. Nondiscrimination Notice and Designation of Title IX Coordinator

OCR confirmed that the TISD has designated at least one employee to coordinate its responsibilities to comply with and carry out its responsibilities under Title IX. OCR found that the Director of Human Resources and Student Services was the designated Title IX Coordinator for the TISD (TISD Title IX Coordinator), during the XXXX school year, and continued to occupy that position during the XXXX school year. The TISD Title IX Coordinator informed OCR that she received training on what constitutes sex discrimination and the TISD sexual harassment policies and procedures (including the TISD’s grievance procedures) in XXXX XXXX, and that the training was administered by the TISD Coordinator of Counselor Training and Social Services. The TISD informed OCR that it annually provides training to administrators and staff on the TISD sexual harassment policies and procedures, which typically occurs in or around August of each new school year. OCR found that TISD provided notice of the Title IX coordinator in the XXXX online and printed District-Wide Student Handbook (Student Handbook), which included identification of the Title IX Coordinator by name, address, and telephone number, but the XXXX Employee Handbook’s reference to the Title IX coordinator did not include an address and telephone number. OCR’s review of the XXXX Student Handbook revealed that TISD provided notice of the Title IX Coordinator by name, address and telephone number. The XXXX Employee Handbook provided notice of the Title IX coordinator by name, address and telephone number in a section regarding employment but did not include the Title IX coordinator’s address and telephone number in the section regarding discrimination and harassment of students. Also, OCR reviewed the different webpages and conducted keyword searches on the TISD website but found no mention of the Title IX Coordinator on the website. OCR provided technical assistance to the TISD regarding identification of the Title IX coordinator on the TISD website and regarding the provision of the Title IX coordinator’s address and telephone number in the Employee Handbook section regarding discrimination and harassment of students.

OCR confirmed that the TISD has a Notice of Nondiscrimination (Notice). During the XXXX school year, the TISD’s Notice stated, “In its efforts to promote nondiscrimination and as required by law, Terrell ISD does not discriminate on the basis of race, religion, color, national origin, gender, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with [Title VI, Title IX, and Section 504].” The Notice identified the Title IX Coordinator as the employee designated to address “concerns regarding discrimination on the basis of sex,” and provided the position title, address, and telephone number of the Title IX Coordinator. The Notice was published in the XXXX Student Handbook.

During the XXXX school year, the TISD’s Notice stated, “In its efforts to promote nondiscrimination and as required by law, Terrell ISD does not discriminate on the basis of race, religion, color, national origin, gender, sex, disability, age, or any other basis prohibited by law, in providing education services, activities, and programs, including CTE programs, and provides equal access to the Boy Scouts and other designated youth groups.” The Notice stated that “concerns regarding discrimination on the basis of sex, including sexual harassment or gender-based harassment” may be directed to the designated Title IX Coordinator. The Notice provided the position title and telephone number (but no address) of the Title IX Coordinator. The Notice

was published in the XXXX Student Handbook, but the Notice was not on any of the webpages of the TISD website. Further, OCR noted that on the “Parents” page of the TISD website, among a list of “Important Links,” there is a link to a document titled “CTE Nondiscrimination Statement.” The information in the CTE Nondiscrimination Statement includes notice that the District does not discriminate on the basis of sex and provides the name, title, address, and phone number of the Title IX Coordinator. However, the CTE nondiscrimination statement is only regarding the TISD’s Career Technical Education (vocational) program and services. To address the concern regarding the lack of an address for the Title IX coordinator in the Notice, the TISD will revise its Notice of Nondiscrimination in a resolution agreement with OCR, which is described in the conclusion section of this letter.

b. Title IX grievance procedures

The applicable Title IX regulation states that a recipient’s grievance procedures must provide for “prompt and equitable resolution of student and employee complaints alleging any action which would be prohibited by this part” (34 C.F.R. §106.8(b)). While a recipient need not adopt a separate set of grievance procedures specifically to handle complaints of sexual harassment, the grievance procedures to handle discrimination complaints must provide effective means to prevent and respond to sexual harassment. Below is OCR’s review of key elements of the District’s grievance procedures that were in place during the period of the alleged discrimination (XXXX school year).

1. Notice of grievance procedures and how to file a complaint

The Title IX Coordinator for TISD informed OCR that all Title IX complaint investigations are guided by district policy-FFH Local and FFH Legal. FFH Legal defines sexual harassment and requires the District to “take corrective measures” to address harassment in employee-student sexual harassment and to “reasonably respond” to known student-student harassment. FFH Local defines “discrimination,” “harassment,” “sexual harassment,” “gender-based harassment,” “dating violence,” and “retaliation” and states that any student who believes that he or she or another student has been subjected to such prohibited conduct should immediately report it (either orally or in writing) to a teacher, school counselor, principal, other District employee, the Title IX Coordinator or the Superintendent. FFH Local requires the FFH policy and any accompanying procedures to be distributed annually in the employee and student handbooks. FFH Local also requires copies of the FFH policy and procedures to be posted on the District’s website, to the extent practicable, and readily available at each campus and the District’s administrative offices.

OCR’s review confirmed that the FFH policy was included in the appendix to the Employee Handbook, but a complete copy of FFH was not included in the Student Handbook. Rather, only excerpts from, and references to, FFH Local were included in the Student Handbook, and a note in the Student Handbook stated that a copy of the FFH policy is available in the principal’s office and in the superintendent’s office. However, OCR found the FFH Local policy and procedures are not on the TISD website. And, although the complete FFH Local policy and procedures are located on the Terrell ISD Board Policy On Line website (<http://pol.tasb.org/Home/Index/760>),

the TISD does not provide notice of this in the Student Handbook or on the TISD website. And doing a keyword search of “FFH” on the District’s website yields no results.

2. Application of the procedure to complaints of harassment by employees, students, or third parties

The Title IX Coordinator stated that the grievance procedures cover claims by employees, students and others. OCR’s review of TISD’s grievance procedures confirm that they apply to claims of discrimination based on sex (including claims of sexual harassment) by employees, students and others.

3. Adequate, reliable, and impartial investigation of complaints, including the opportunity to present witnesses and other evidence

The TISD’s grievance procedures state that upon receipt or notice of a report of discrimination on the basis of sex, including sexual harassment, the District shall determine whether the allegations, if proven, would constitute prohibited conduct as defined by the TISD policy. The XXXX procedures state “the District shall immediately undertake an investigation, regardless of whether a criminal or regulatory investigation ... is pending.”

The TISD informed OCR that the Title IX coordinator conducts the District’s Title IX investigations, and the written grievance procedures state that the investigation may be conducted by the [TISD] official or a designee, such as the campus principal, or by a third party designated by the [TISD], such as an attorney. The TISD’s grievance procedures state that the investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and others with knowledge of the circumstances surrounding the allegation(s), and analysis of other information or documents related to the allegation(s). The Title IX Coordinator informed OCR that both parties have the opportunity to present evidence and identify witnesses they believe have relevant information.

4. Designated and prompt time frames for major stages

The grievance procedures provide that allegations of discrimination on the basis of sex, including sexual harassment, will be investigated within ten District business days from the date of the report; however, the investigation shall take additional time if necessary to complete a thorough investigation. Further, the grievance procedures state that a student or parent who is dissatisfied with the outcome of the investigation may “appeal through FNG (LOCAL), beginning at the appropriate level.”

5. Notice to both parties of the outcome of the investigation

The XXXX grievance procedures did not explicitly provide for notice of outcome to the parties. OCR reviewed the XXXX grievance procedures to determine whether this issue had been addressed. The XXXX grievance procedures state that notification of the outcome of the

investigation shall be provided to both parties in compliance with the Family Educational Rights and Privacy Act (FERPA).

6. Assurance that the recipient will take steps to prevent recurrence and correct discriminatory effects on complainant and others

The TISD's grievance procedures state that, if the results of an investigation indicate that prohibited conduct occurred, the TISD shall promptly respond by taking appropriate disciplinary action.

OCR noted that the grievance procedures provide: examples of interim steps the TISD will take to protect the alleged affected parties before the investigation is completed; alternative reporting procedures so that a complainant is not required to report an allegation of prohibited conduct to the person alleged to have committed the conduct; a range of potential remedies and sanctions available for the affected parties; a requirement that a written report be filed with the responsible administrator upon conclusion of the investigation; and the right for students and parents (i.e., both parties) to appeal the investigatory determination. OCR notes that the XXXX procedures improved upon the XXXX procedures by adding "sex" to its list of protected classes covered by the FFH policy and by adding the requirement that the parties are provided notice of the outcome of the investigation.

***Whether the TISD appropriately investigated or otherwise responded to the sexual harassment complaint regarding the Student***

The Title IX regulation provides that, once a school has notice of possible sexual harassment, it should take immediate and appropriate steps to investigate or otherwise determine what occurred. The specific steps in an investigation will vary depending on factors such as: the nature of the allegations, the source of the complaint, and the age of the student involved. In all cases, the inquiry must be prompt, thorough and impartial. A recipient has notice of harassment if a responsible school employee actually knew or, in the exercise of reasonable care (i.e., would have learned of the harassment if they had exercised reasonable care or made a reasonably diligent inquiry), should have known about the harassment. OCR has stated that a responsible employee includes any employee who has the authority to take action to redress the harassment, who has the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employee, or an individual who a student could reasonably believe has this authority.

The TISD informed OCR that the TISD PD does not conduct Title IX investigations on behalf of the TISD, as Title IX investigations are separate and apart from any law enforcement investigation. Rather, the Title IX coordinator conducts TISD's Title IX investigations and the preponderance of the evidence standard is used for such investigations. The TISD indicated that this practice was in place during the time of the alleged harassment and that it continues to be the TISD's practice.

OCR found that a TISD Case Worker (Case Worker) was the first point of contact for the complainant. The evidence shows that the complainant contacted the Case Worker on XXXX

XXXX XXXX, and asked to meet. Upon meeting at the Case Worker's home, the complainant informed the Case Worker that the Student told her "his teacher had been eating his birdie [penis]." Upon hearing the allegation, the Case Worker contacted her supervisor, the TISD Head Start Director (HS Director), and informed him of the allegation. The HS Director then instructed the Case Worker to contact the Texas Department of Family and Protective Services (TDFPS) and file a report, which she did. The HS Director contacted the TISD PD Chief, the TISD Interim-Superintendent, and the TISD Title IX Coordinator about the allegation.

OCR's investigation revealed that, on the same day that the Case Worker learned of the alleged sexual harassment, the Case Worker, the Student's parents, and the Student went to the hospital, where a doctor performed a "sexual assault nurses exam (SANE)" on the Student. OCR's investigation revealed that the SANE was performed and the exam did not indicate any physical signs of sexual assault and no signs of injury or trauma. Evidence and documentation from the SANE was sealed and released to the TISD PD. TISD informed OCR that after the SANE was completed, a XXXX hospital social worker informed the complainant that the initial results of the SANE indicated that there were no physical signs of sexual assault and no signs of injury or trauma.

On XXXX XXXX XXXX, the HS Director and the principal of the XXXX school (Principal) questioned the Student's male teacher (Teacher A) about the allegation. Teacher A denied the alleged sexual harassment. The District informed OCR that campus administrators interviewed the teacher's aide and other students in the classroom and searched Teacher A's classroom for any potential evidence. The Title IX Coordinator informed OCR that campus master schedules were reviewed to determine staff and student whereabouts, Teacher A's class roster and seating charts were reviewed to determine teacher-to-student proximity, the substitute and volunteer schedules were reviewed for potential classroom access, and surveillance tapes were reviewed to determine who entered Teacher A's classroom. Additionally, the District informed OCR that the TISD Director of Technology reviewed Teacher A's email, Internet searches, and downloads but the TISD located no evidence to support the allegation.

The Student underwent a forensic interview at the Dallas Advocacy Center on XXXX XXXX XXXX, in XXXX. The Student did not make an outcry before, during, or after the interview that his teacher had acted inappropriately or touched his private area. The forensic interview did not indicate any inappropriate actions towards the Student. During the investigation, the complainant confirmed that at the end of the forensic interview, "the TPD detective [told her] that [the Student] did not want to talk much during the forensic interview and [the Student] only said how much [the Student] loved [the Student's] parents and family."

OCR reviewed interview notes and written statements of faculty, staff, students, third party law enforcement agencies, and all of the information revealed that on XXXX XXXX XXXX, the TISD PD and TPD met with Teacher A and audio recorded his conversation. Teacher A gave a written statement to the TISD PD and TPD and agreed to undergo a polygraph exam. On this same day, the TISD PD took photographs of Teacher A's classroom and also made a copy of the video from the school's surveillance system. The evidence shows that the TISD PD obtained a polygraph (i.e., lie detector) test of Teacher A on XXXX XXXX, and examined Teacher A's

district computer on XXXX XXXX. On XXXX XXXX, during a meeting with parents of students in Teacher A's class (XXXX XXXX XXXX XXXX XXXX XXXX), the TISD PD XXXX informed the parents that investigations against Teacher A were still open, and stated that it would not be proper for him to discuss the individual cases in front of others and that they should not talk about their case with others not associated with their case. During the week of XXXX XXXX, the TISD PD forwarded its investigation records of the Student's case to the Kaufman County District Attorney's Office. On or around XXXX XXXX, the Kaufman County Grand Jury decided that it would not pursue a criminal action against Teacher A, and the Kaufman County District Attorney's Office issued a letter to the complainant stating that it was not going to continue with the case.

The Title IX Coordinator informed OCR that, in addition to the information gathered by the TISD, she also reviewed information gathered by law enforcement, including the police report, medical notes, and forensic lab results. The Title IX Coordinator stated that the TISD determined that there was insufficient evidence to conclude that the alleged conduct occurred. On XXXX XXXX, the TISD issued a letter to the complainant stating that its investigation revealed that no prohibited conduct occurred and that the investigation was closed.

OCR asked the TISD for evidence of when the Title IX investigation was completed and the reason for providing notice of the outcome in XXXX, more than twelve months after the allegation was initially raised in XXXX. The TISD informed OCR that it provided the complainant no less than four status updates between XXXX and XXXX XXXX, but was unable to identify the date (or even an approximate date) as to when its Title IX investigation ended. Further, the Title IX Coordinator was unable to recall or locate evidence to show when or whether the TISD informed the complainant of the investigation's outcome prior to XXXX XXXX.

Therefore, based on a review of the documentation obtained during the investigation, interviews of the complainant, TISD employees, and TISD PD employees, and subsequent information provided by the TISD, OCR determined that the TISD conducted a Title IX investigation of the complainant's allegation, but the investigation was not completed promptly, and notice of the outcome was not provided promptly. As such, OCR concluded that the TISD did not provide a prompt and equitable response under Title IX to the sexual harassment allegation of the Student.

***Whether the TISD took immediate and effective corrective action responsive to any harassment that the investigation determined took place, including effective actions to end the harassment, prevent its recurrence, and, as appropriate, remedy its effects***

If a recipient ignores or otherwise fails to end harassment and ameliorate a hostile environment, and in so doing allows the harassment and hostile environment to continue, it is in violation of its obligations under Title IX.

The evidence indicates that, after the TISD became aware of the alleged sexual harassment, the TISD reassigned the Student to a different XXXX XXXX class. After the class reassignment, the Student's parents took him to school once, but decided to not continue attending school

because XX—redacted to end of sentence—XX. The Case Worker informed OCR that the Student’s mother said the Student was not comfortable going back to the campus. The Student XX—redacted to end of sentence—XX. The TISD informed OCR that, while the investigation was ongoing, it twice offered to provide counseling services to the Student, but the Student received only one counseling session from the TISD and did not return to receive additional services. OCR received no information that the Student’s parents independently obtained counseling for the Student. Although the TISD determined that it did not have sufficient evidence to corroborate the Student’s allegation, the TISD placed Teacher A on administrative leave on XX—redacted to end of sentence—XX. In XXXX XXXX, the TISD initiated a policy that requires a TISD employee to be placed on administrative leave immediately after the TISD receives notice of an allegation of a sexual nature against the TISD employee. In the XXXX school year, Teacher A returned from administrative leave, but was assigned to XX—redacted to end of sentence—XX.

### Conclusion

Based on the above information, OCR determined that the TISD did not complete the Title IX investigation in a prompt manner, and did not promptly provide notice to the parties of the outcome of the Title IX investigation. Therefore, OCR has determined that there is sufficient evidence to support a conclusion of non-compliance with Title IX.

To address the compliance concerns regarding its grievance procedures and the notice of nondiscrimination, TISD submitted the attached Resolution Agreement (Agreement) to OCR on XXXX XXXX. In the Agreement, the TISD will: revise its nondiscrimination statement and provide training to its Title IX Coordinator to address the concerns discussed in this letter of findings.

Based on the commitments the District has made in the Agreement described above, OCR has determined that it is appropriate to close the investigative phase of this complaint. The District has agreed to provide data and other information demonstrating implementation of the Agreement in accordance with the reporting requirements of the Agreement. OCR may conduct additional visits and request additional information as necessary to determine whether the District has fulfilled the terms of the Agreement. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this complaint.

This letter should not be interpreted to address the TISD’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.

Please be advised that TISD may not harass, coerce, intimidate, or discriminate against any individual because he or she participated in this complaint. If this should occur, the individual may file a complaint alleging such harassment or intimidation.

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, it 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, please feel free to contact Tiffany Gray, the attorney-investigator, by telephone at (214) 661-9611 or Adriane Martin at (214) 661-9600.

Sincerely,

Taylor D. August, Regional Director  
Office for Civil Rights  
Dallas Office

Attachment