



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

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

REGION VI
ARKANSAS
LOUISIANA
MISSISSIPPI
TEXAS

September 13, 2018

Ref: 06181262

[XXXX to end of address line]

Dear [XXXX XXXX]:

The U.S. Department of Education (Department), Office for Civil Rights (OCR), Dallas Office, has resolved the above-referenced complaint filed against the Cedar Hill Independent School District (District). The complainant alleged that the District discriminated against [XXXX XXXX] (Student) based on sex and age ([XXXX]). The complainant also alleged retaliation. Specifically, the complainant alleged that:

[XXXX to end of allegations]

OCR is responsible for determining whether entities (recipients) that receive or benefit from Federal financial assistance from the Department or an agency that has delegated investigative authority to the Department are in compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681 *et seq.*, and its implementing regulations at 34 C.F.R. Part 106; and the Age Discrimination Act of 1975 (Age Act), 42 U.S.C. § 6101 *et seq.*, and its implementing regulations at 34 C.F.R. Part 110. Title IX and the Age Act respectively prohibit discrimination by recipients on the basis of sex and age, and both laws also prohibit retaliation. Because the District is a recipient of Federal financial assistance from the Department, OCR has jurisdiction to process this complaint to resolution pursuant to Title IX and the Age Act.

Based on the complaint allegations and OCR's jurisdictional authority, OCR opened the following issues for investigation:

1. Whether the District treated the Student differently on the basis of sex in the context of an educational program or activity without a legitimate, nondiscriminatory reason, and thereby interfered with or limited the ability of the Student to participate in or benefit from the services, activities, or privileges provided by the District during the [XXXX–XXXX] school year (i.e., [XXXX to end of parenthesis]), in violation of Title IX, at 34 C.F.R. § 106.31;
2. Whether the District treated the Student differently on the basis of age in the context of an educational program or activity without a legitimate, nondiscriminatory reason, and thereby interfered with or limited the ability of the Student to participate in or benefit

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

from the services, activities, or privileges provided by the District during the [XXXX–XXXX] school year (i.e., [XXXX to end of parenthesis]), in violation of the Age Act, at 34 C.F.R. § 110.10; and

3. Whether the District retaliated against the Student during the [XXXX–XXXX] school year by [XXXX to end of clause], in violation of Title IX, at 34 C.F.R. § 106.71.

During its investigation, OCR reviewed information provided by the District. Prior to the completion of OCR's investigation, the District informed OCR that it was interested in resolving the complaint allegations. Section 302 of OCR's *Case Processing Manual* (CPM) provides that a complaint may be resolved at any time when, prior to the point when the Regional Office issues a final determination under CPM Section 303, the recipient expresses an interest in resolving the allegations and OCR determines that it is appropriate to resolve them with an agreement. OCR approved the District's request to resolve this complaint prior to the conclusion of the investigation.

The District signed the enclosed Resolution Agreement (Agreement) on September 12, 2018. OCR has determined that, when fully implemented, the Agreement will address all of the complaint allegations. Further, OCR accepts the Agreement as an assurance the District will fulfill its obligations under Title IX and the Age Act with respect to this complaint. The dates for implementation and specific actions are detailed in the enclosed Agreement. As of the date of this letter, OCR's investigation of this complaint is closed. OCR will monitor the District's implementation of the Agreement. Please be advised that if the District fails to adhere to the actions outlined in the Agreement, OCR will resume its compliance efforts.

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 complainant may have the right to file a private suit in Federal court whether or not OCR finds a violation.

Please be advised 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 a 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.

OCR has appreciated the District's cooperation during the investigation and resolution of this complaint. If you have any questions regarding this letter, please contact General Attorney Cristin Hedman, the investigator assigned to the matter, at (214)-661-9647 or cristin.hedman@ed.gov. You may also contact me at (214)-661-9638 or lori.bringas@ed.gov.

Sincerely,

Lori Howard Bringas
Supervisory Attorney/Team Leader
Office for Civil Rights
Dallas Office

Enclosure: Signed Resolution Agreement