



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE FOR CIVIL RIGHTS  
32 OLD SLIP, 26<sup>TH</sup> FLOOR  
NEW YORK, NEW YORK 10005

TIMOTHY C. J. BLANCHARD  
DIRECTOR  
NEW YORK OFFICE

September 30, 2015

Christopher L. Eisgruber  
President  
Princeton University  
Office of the President  
1 Nassau Hall  
Princeton, New Jersey 08544

Re: Case No. 02-15-2412  
Princeton University

Dear President Eisgruber:

On August 4, 2015, the U.S. Department of Education, New York Office for Civil Rights (OCR) received the above-referenced complaint filed against Princeton University. The complainant alleged that the University discriminated against him, on the basis of sex, by failing to promptly and equitably respond to a complaint of sexual assault he filed with the University on or about [Nonresponsive] (Allegation 1). The complainant further alleged that the University discriminated against him, on the basis of his national origin [Nonresponsive], by failing to permit him to clarify evidence he submitted during the Title IX investigation/hearing process (Allegation 2). Additionally, the complainant alleged that the University retaliated against him for filing complaints related to his allegation of sexual assault, by (a) preventing him from attending the [Nonresponsive] programs and activities during spring 2015; and (b) expelling him from the University on or about [Nonresponsive] (Allegation 3). The complainant also alleged that the University discriminated against him, on the basis of his disabilities, by failing to provide him with academic adjustments for two mid-term exams in March 2015 (Allegation 4). OCR has determined that it will investigate the allegations.

OCR is responsible for enforcing Title IX of the Education Amendments of 1972 (Title IX), as amended, 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 programs and activities receiving financial assistance from the U.S. Department of Education (the Department). OCR also is responsible for enforcing Title VI of the Civil Rights Act of 1964 (Title VI), as amended, 42 U.S.C. §2000d et seq., and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color or national origin in programs and activities receiving financial assistance from the Department. Additionally, OCR is responsible for enforcing Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing

regulation at 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability in programs and activities receiving financial assistance from the Department. The University is a recipient of financial assistance from the Department. Therefore, OCR has jurisdictional authority to investigate this complaint under Title IX, Title VI, and Section 504.

The regulation implementing Title IX, at 34 C.F.R. § 106.71, incorporates by reference 34 C.F.R. § 100.7(e) of the regulation implementing Title VI, which provides that:

No recipient or other person shall intimidate, threaten, coerce or discriminate against any individual for the purpose of interfering with any right or privilege secured by regulations enforced by OCR or because one has made a complaint, testified, assisted or participated in any manner in an investigation, proceeding or hearing held in connection with a complaint.

Because OCR has determined that it has jurisdiction and that the complaint was filed in a timely manner, it is opening the allegations for investigation. Please note that opening the allegations for investigation in no way implies that OCR has made a determination with regard to the merits. During the investigation, OCR is a neutral fact-finder, collecting and analyzing relevant evidence from the complainant, the recipient, and other sources, as appropriate. OCR will ensure that its investigation is legally sufficient and is dispositive of the allegations, in accordance with the provisions of Article III of OCR's *Case Processing Manual*.

Enclosed is a document entitled, "OCR Complaint Processing Procedures." This document will provide you with an overview of OCR's complaint evaluation, investigation, and resolution process. OCR will collect only material needed to investigate this complaint and will take all proper precautions to protect the identity of any individuals named in documents.

The regulation implementing Title VI of the Civil Rights Act of 1964, at 34 C.F.R. § 100.6(b) and (c), requires that a recipient of federal financial assistance make available to OCR information that may be necessary for it to determine whether a recipient is in compliance with the regulations it enforces. This requirement is incorporated by reference in the regulation implementing Title IX, at 34 C.F.R. § 106.71, and Section 504, at 34 C.F.R. § 104.61. This information is also being requested pursuant to 34 C.F.R. § 99.31(a)(3)(iii). Please submit the information listed on the enclosed data request to OCR within twenty (20) days of the date of this letter, or OCR may conduct an onsite file review in order to obtain this information in a timely manner.

OCR's goal is the prompt and appropriate resolution of the allegations contained in a complaint. OCR offers, when appropriate, an Early Complaint Resolution (ECR) process, similar to mediation, to facilitate the voluntary resolution of complaints by providing an early opportunity for the parties involved to resolve the allegation(s). Some information about the ECR process is in the enclosure to this letter entitled, "OCR Complaint Processing Procedures," and on OCR's website at <http://www2.ed.gov/about/offices/list/ocr/docs/ocrcpm.html#II>.

Also, when appropriate, a complaint may be resolved before the conclusion of an investigation after the recipient expresses an interest to OCR to resolve the complaint. In such cases, OCR




obtains a resolution agreement signed by the recipient. This agreement must be aligned with the complaint allegations or the information obtained during the investigation, and it must be consistent with applicable regulations. Additional information about this voluntary resolution process may be found in the enclosure entitled, “OCR Complaint Processing Procedures,” and on OCR’s website at <http://www2.ed.gov/about/offices/list/ocr/docs/ocrcpm.html#III>.

Please be advised that 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, 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.

OCR staff will contact you within twenty (20) days of the date of this letter to discuss the complaint resolution process. In the interim, if you have any questions please contact, Stacy Bobbitt, Compliance Team Investigator, at 646-428-3823 or [stacy.bobbitt@ed.gov](mailto:stacy.bobbitt@ed.gov); Jocelyn Panicali, Compliance Team Attorney, at 646-428-3796 or [jocelyn.panicali@ed.gov](mailto:jocelyn.panicali@ed.gov); or or me, at 646-428-3801 or [nadja.r.allen.gill@ed.gov](mailto:nadja.r.allen.gill@ed.gov).

Sincerely,

  
for Nadja Allen Gill  
Compliance Team Leader

cc: Sankar Suryanarayan, Esq.

Encl.

**Data Request**  
**Case No. 02-15-2412**  
**Complainant:** Nonresponsive

**Data Due:** (b)(7)(A)

(b)(7)(A)

(b)(7)(A)

(b)(7)(A)

(b)(7)(A)

