



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

August 11, 2016

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

Re: Case No. 02-16-2235  
Princeton University

Dear President Eisgruber:

On May 16, 2016, the U.S. Department of Education, Office for Civil Rights (OCR) received the above-referenced complaint filed against Princeton University (the University). The complainant alleged that the University discriminated against [No] on the bases of [No] sex and race, by failing to promptly and equitably respond to complaints of sexual harassment and assault, racial harassment, and retaliation that [N] made to the University in or around [Non Resp] [Non] and, as a result [No] was subjected to a sexually and racially hostile environment. 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 is also 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. The University is a recipient of financial assistance from the Department. Therefore, OCR has jurisdictional authority to investigate this complaint under Title IX and Title VI.

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 the allegations were 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 their merit. 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 the 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.

To facilitate OCR’s efforts to investigate this complaint, OCR requests that, within twenty (20) days of the date of this letter, you provide to OCR the information listed on the enclosed data request. If OCR does not receive the data in a timely manner, OCR may conduct a site visit to obtain the data. The regulation implementing Title VI, 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. This information is also being requested pursuant to 34 C.F.R. § 99.31(a)(3)(iii).

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 contained 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/complaints-how.html>.

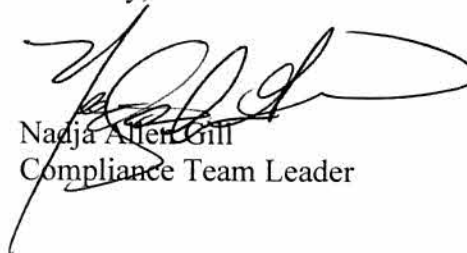
Also, when appropriate, a complaint may be resolved before the conclusion of an investigation after the recipient expresses an interest to OCR to resolve the complaint. In such cases, OCR obtains a resolution agreement signed by the recipient. This agreement must be aligned with the complaint allegations 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/complaints-how.html>.

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 that, 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); Paige Wallace, Compliance Team Attorney, at 646-428-3830 or [paige.wallace@ed.gov](mailto:paige.wallace@ed.gov); or me, at 646-428-3801 or [nadja.r.allen.gill@ed.gov](mailto:nadja.r.allen.gill@ed.gov).

Sincerely,

A handwritten signature in black ink, appearing to read "Nadja Allen Gill", written over a horizontal line.

Nadja Allen Gill  
Compliance Team Leader

Encl.

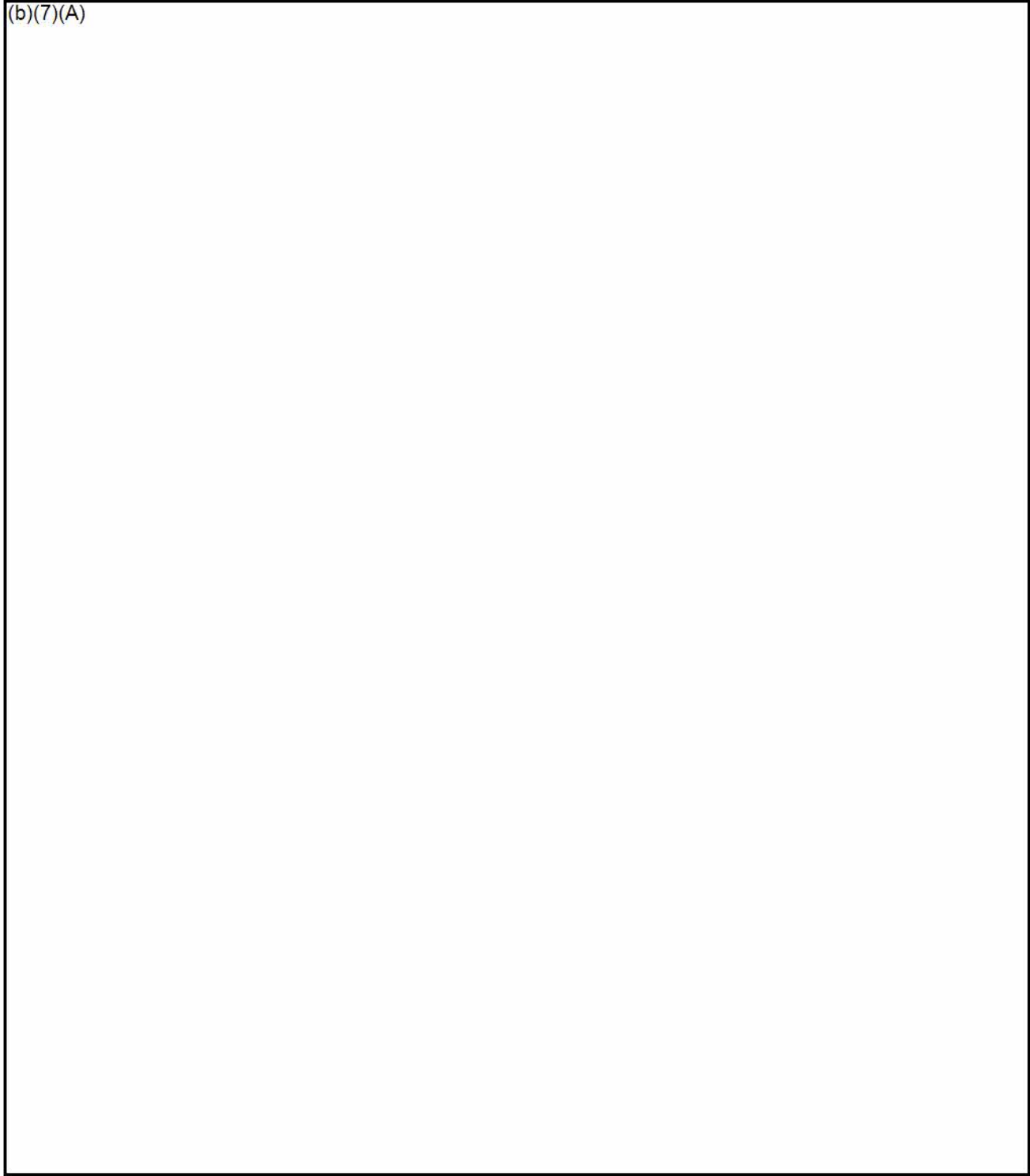
**Data Request**

**Case No. 02-15-2235**

**Complainant:**

**Data Due:**

(b)(7)(A)



(b)(7)(A)

