



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS, REGION XV

1350 EUCLID AVENUE, SUITE 325
CLEVELAND, OH 44115

REGION XV
MICHIGAN
OHIO

September 1, 2015

(b)(6); (b)(7)(C)

Re: OCR Docket #15-11-2098

Dear (b)(6); (b)(7)(C)

This is to notify you of the disposition of the above-referenced complaint that you filed with the U.S. Department of Education, Office for Civil Rights (OCR), Cleveland Office, against Michigan State University (the University) on June 9, 2011. The complaint alleged that the University discriminated against your daughter on the basis of sex. Specifically, the complaint alleged that the University failed to respond appropriately when your daughter reported that she was sexually assaulted (b)(6); (b)(7)(C) (b)(6); (b)(7)(C). In addition, the complaint alleged that the University failed to take appropriate action when the (b)(6) students engaged in retaliatory harassment of the Student in (b)(6); (b)(7)(C). Finally, the complaint alleged that the University retaliated against the Student for reporting the sexual assault when it (b)(6); (b)(7)(C).

As a result of its investigation, OCR determined that the University failed to adequately notify students and employees of the name or title of its Title IX Coordinator, and the University's notice of nondiscrimination failed to indicate that inquiries could be referred to the University's Title IX Coordinator or OCR's Assistant Secretary as the Title IX implementing regulation requires. Further, OCR determined that the University's Title IX grievance procedures, in place during the time period covered by OCR's investigation, failed to comply with the requirements of Title IX.

In addition, taking into account all of the evidence gathered during the investigation, OCR determined that a sexually hostile environment existed for and affected numerous students and staff on campus at the University during the time period covered by OCR's

investigation; and that the University's failure to address complaints of sexual harassment, including sexual violence, in a prompt and equitable manner caused and may have contributed to a continuation of this sexually hostile environment.

With respect to your individual claims regarding your daughter, after a careful review of the information obtained during the investigation, OCR determined that the University failed to comply with Title IX in that it failed to provide a prompt and equitable response to the complaint your daughter raised as Title IX requires. OCR found insufficient evidence to conclude that your daughter continued to be subjected to a sexually hostile environment as a result of the University's failure to provide a prompt and equitable response to her complaint. Further, OCR found insufficient evidence to support your daughter's claim that the University failed to take sufficient action after she was allegedly subjected to (b)(6); (b)(7(C)). As we previously discussed, OCR found your claim that the University (b)(6); (b)(7(C)). (b)(6); (b)(7(C))

On August 28, 2015, the University signed the attached resolution agreement (Agreement), which once implemented, will address the compliance concerns OCR has identified. A summary of OCR's investigation and findings is presented in the enclosed letter to the University. In the letter, you are referred to as (b)(6); (b)(7(C)) and your daughter is referred to as (b)(6); (b)(7(C)).

This concludes OCR's investigation of the complaint and should not be interpreted to address the University'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 with respect to this matter. 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.

You may file a private suit in federal court, whether or not OCR finds a violation.

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 harmed 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.

If you have questions regarding this letter, or OCR's monitoring of the Agreement, please contact Ms. Brenda Redmond, the OCR attorney assigned to investigate this complaint, by telephone at (216) 522-2667 or by e-mail at Brenda.Redmond@ed.gov.

Sincerely,

A handwritten signature in black ink that reads "Meena Morey Chandra". The signature is written in a cursive style with a long, sweeping flourish at the end.

Meena Morey Chandra
Director

Enclosure