



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

400 MARYLAND AVE. SW,
WASHINGTON, DC 20202-1475

REGION XI
NORTH CAROLINA
SOUTH CAROLINA
VIRGINIA
WASHINGTON, DC

October 13, 2015

Lisa J. Banks, Esq.
Katz, Marshall & Banks, LLP
1718 Connecticut Avenue, NW
Sixth Floor
Washington, DC 20009

Re: OCR Complaint No. 11-15-2236
Notification Letter

Dear Ms. Banks:

This letter is in reference to a complaint that you filed with the District of Columbia Office for Civil Rights (OCR), within the U.S. Department of Education (the Department), on May 7, 2015, against the University of Mary Washington (the University) on behalf of your clients including Feminists United on Campus and Feminist Majority Foundation. Based on the information you provided in the complaint, in a July 20, 2015 amended complaint, as well as in telephone conversations and from written declarations, we understand your allegations to be the following:

Allegation 1: The University subjected students to a sexually hostile environment by failing to promptly and equitably respond to complaints, reports, threats and/or incidents of sexual harassment stemming from social media during the 2014-2015 academic year; and

Allegation 2: The University retaliated against the Complainants when, on June 8, 2015, the University issued a disparaging letter to the entire University community and to the media discussing the OCR complaint that had been filed.

If you disagree with the way OCR stated your allegations, please contact the OCR staff persons identified below **within 10 days** of the date of this letter.

OCR enforces Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex, including sexual harassment, in any program or activity receiving Federal financial assistance. The laws enforced by OCR also prohibit retaliation against any individual who asserts rights or privileges under these laws or who files a complaint, testifies, or participates in an OCR proceeding. Because the University receives Federal financial assistance from the Department, OCR has jurisdiction over it pursuant to Title IX.

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

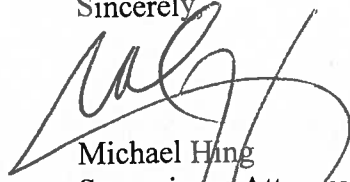
Based on OCR's careful review of the complaint and supplemental information, we are opening your complaint for investigation. OCR has determined that it has jurisdiction and that the allegations were filed timely. Please note that opening the allegations for investigation in no way implies that OCR has made a determination with regard to the merits of the complaint. 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 allegation in accordance with the provisions of the *Case Processing Manual*, available at <http://www2.ed.gov/about/offices/list/ocr/docs/ocrcpm.pdf>. Our goal is the prompt, appropriate resolution of the allegation contained in the complaint.

Please be advised that the University may not retaliate against an individual who asserts a right or privilege under a law enforced by OCR or who files a complaint, testifies, or participates in an OCR proceeding. If this happens, the individual may file a retaliation complaint with OCR.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, we will seek to protect personally identifiable information that could reasonably be expected to constitute an unwarranted invasion of personal privacy if released, to the extent provided by law.

We will contact you periodically throughout our investigation. If you have any questions, please contact one of the OCR attorneys assigned to this complaint: Betsy Trice at (202) 453-5931 / Betsy.Trice@ed.gov, Josie Evola at (202) 453-5908 / Josie.Evola@ed.gov, or Dana Russo at (202) 453-6559 / Dana.Russo@ed.gov.

Sincerely,



Michael Hing
Supervisory Attorney
District of Columbia Office
Office for Civil Rights