



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

915 2ND AVE., SUITE 3310
SEATTLE, WA 98174-1099

June 1, 2015

REGION X
ALASKA
AMERICAN SAMOA
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IDAHO
MONTANA
NEVADA
NORTHERN MARIANA
ISLANDS
OREGON
WASHINGTON

Dr. Ana Mari Cauce
Interim President
University of Washington
301 Gerberding Hall
Box 351230
Seattle, Washington 98195

Re: University of Washington
OCR Reference No. [REDACTED]

Dear Dr. Cauce:

This letter is to notify you that the U.S. Department of Education, Office for Civil Rights (OCR) has received a complaint against the University of Washington (university). The complaint alleges that the university discriminated against [REDACTED] (hereinafter, the student), on the basis of sex, when it failed to provide the student with a prompt and equitable grievance process after the student reported an incident of sexual violence.

OCR enforces title IX of the Education Amendments of 1972 and its implementing regulations. Title IX prohibits sex discrimination in programs and activities receiving federal financial assistance from the U.S. Department of Education. The university is a recipient of federal financial assistance from this Department and is, therefore, required to comply with Title IX.

OCR has accepted this complaint because the allegations raise a possible violation of Title IX. OCR's acceptance of the allegations does not reflect an opinion by OCR regarding the merits of the allegations or the university's compliance status with respect to federal civil rights laws.

Complaint allegations may be resolved in a variety of ways, including:

- an OCR-facilitated resolution between the university and the complainant ("Early Complaint Resolution");
- a voluntary written agreement in which the university agrees to take remedial actions that OCR determines fully resolve the allegation consistent with applicable legal standards; or
- an investigation by OCR, resulting in findings and a determination as to whether the university is in compliance with the applicable legal standards and, in the event non-compliance is found, a written agreement between OCR and the university in which the university commits to take specific steps to comply with applicable laws and regulations.

It is OCR's responsibility to address the allegations in a fair and impartial manner consistent with the regulatory requirements and OCR's *Case Processing Manual*. Enclosed with this letter is additional information about OCR's case processing procedures.

As part of its investigation, OCR is requesting information from the university. OCR is authorized to obtain information pursuant to 34 CFR 100.6(c). OCR is entitled to access information that may otherwise be protected as private or confidential as provided by 34 CFR 99.31(a)(3)(iii) and 99.35(a)(1). Please submit the following information by **June 26, 2015**:

General Data

1. The name, title, e-mail address, and day time telephone number of the university's Title IX Coordinator. Indicate the method(s) by which this contact information is publicized and distributed to the university community. Please provide copies of all materials containing this information. If more than one Title IX coordinator has been designated for the university, indicate each coordinator's responsibilities.
2. The name, title, e-mail address and telephone number of entities or persons other than the Title IX Coordinator(s) who customarily receive reports of sexual violence. This may include persons who provide counseling or advice, non-academic deans, and leaders of student organizations.
3. Indicate whether a person has been designated to be "on call" at the university to assist victims of sexual violence. If so, provide the person's name, title, telephone number, and e-mail address.
4. All policies within the university addressing sexual violence against students and university employees. Please include an explanation of how the policies are publicized and disseminated to students and university employees. Please provide the name, title, and daytime telephone number of the person(s) responsible for implementing these policies.
5. If not already provided, all grievance and complaint procedures within the university available to students, university employees, or third parties who wish to file a complaint of sexual violence. Please include an explanation of how the procedures are publicized and disseminated and any written notices about the procedures. Please provide the name, title, and daytime telephone number of the person(s) responsible for implementing these procedures, if other than the Title IX Coordinator(s).
6. If not already provided, all policies and procedures within the university that relate to the obligation of faculty, staff, and other employees to report possible sexual violence of which they are aware.
7. If not already provided, all policies and procedures within the university for investigating reports of sexual violence. Please provide the name, title, and daytime telephone number of the person(s) responsible for investigating and resolving reports of sexual violence.
8. A copy of all notice(s) of non-discrimination in the university. Indicate how the notice(s) is publicized and disseminated to students, employees, applicants for admission and employment, and other relevant persons.
9. A copy of all Student Code(s) of Conduct for the university for the 2012-2013 academic year through present. Please include information about how the Student Code(s) of Conduct were

published and/or made available to the university community, for what time periods they were in effect, and to what population(s) within the university they apply.

10. A copy of all the university's student handbooks, employee handbooks, and student athlete handbooks for the 2012-2013 academic year through present.
11. A description of each complaint of sexual assault and sexual violence, since the beginning of the 2012-2013 academic year that was received or of which the university had knowledge. For each complaint, provide:
 - a. A copy of the incident report or complaint or a narrative description of the complaint, if no incident report or written complaint exists.
 - b. The status of the complainant (e.g., student, professor, visitor, etc.).
 - c. Indicate the location where the alleged sexual assault or sexual violence occurred and whether the alleged perpetrator(s) and the complainant were members of a university intercollegiate athletic team or members of a university sorority or fraternity.
 - d. The name and title of the person who initially received the complaint.
 - e. The names and titles of all others involved in the processing of the complaint.
 - f. If the complaint was not investigated, a narrative explanation of why it was not.
 - g. If the complaint was investigated, the names and titles of all individuals involved in the investigation of the complaint.
 - h. A description of the procedures used to investigate the complaint and of all actions taken by the university.
 - i. A copy of notes, correspondence, witness statements, police reports, and other similar documentation used in the investigation of the complaint.
 - j. A timeline of the university's completion of each step of the investigation.
 - k. A copy of the university's written findings or resolution of each complaint, or a narrative description if no written document exists, including a description of any corrective action taken and sanctions imposed. Indicate the method by which the complainant and the accused were notified of this information (e.g., verbally or in writing). Also indicate how the university made its determinations.
 - l. A copy and/or description of all communications between the university and the complainant and the university and the accused regarding the complaint. Provide a copy and/or description of any follow-up communication between the university and these parties.

12. If there was an appeal of any complaint of sexual assault and sexual violence, since the beginning of the 2012-2013 academic year that was received or of which the university had knowledge, please provide the following for each complaint:
 - a. A copy of the written appeal and all materials submitted with the appeal or a narrative description if no written document exists.
 - b. The name and title of all persons involved in the processing of the appeal, with a description of the role played by each person.
 - c. A description of the procedures used to decide the appeal and an explanation of the outcome of the appeal.
 - d. A copy of all correspondence, notes, and documentation related to the appeal.
 - e. A description of any hearings conducted from the 2012-2013 academic year to date on complaints related to sexual violence, of a student including:
 - i. A copy of all documentation related to the hearing, including hearing transcripts, campus police records, and other university records.
 - ii. A copy of all information sent to the complainant and the accused regarding the results of the hearing and investigation.
 - iii. Indicate how the university reached its conclusions and made determinations of corrective action.
13. Please provide a list of all sex offenses reported under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) for 2012-2013 academic year to present, as well as copies of all records and supporting documentation for all Clery Act reports, to include copies of pages from daily crime logs for days in which sex offenses were recorded.
14. All education and training materials provided to university employees on the university's policies and procedures on sexual violence, including their responsibility to report possible harassment, for the 2012-2013 academic year to present. Please include a list of training sessions given to university employees on sexual violence. Provide the name and qualifications of the individuals who provided the training sessions, the specific topics of the training sessions, the dates the training sessions were held, and a list of individuals who attended the training sessions.
15. A copy of all education and training materials provided to university employees who investigated allegations of sexual violence for the 2012-2013 academic year to present. Please include a list of training sessions given to these employees. Provide the name and qualifications of the individuals who provided the training sessions, the specific topics of the training sessions, the dates the training sessions were held, and a list of individuals who attended the training sessions.

16. A copy of all education and training materials provided to university students and/or employees who adjudicated allegations of sexual violence for the 2012-2013 academic year to present. Please include a list of training sessions given to these employees. Provide the name and qualifications of the individuals who provided the training sessions, the specific topics of the training sessions, the dates the training sessions were held, and a list of individuals who attended the training sessions.
17. A copy of all education and training materials provided to students on the university's policies and procedures on sexual harassment and sexual violence during the 2012-2013 academic year to present. Please include a list of training sessions given to students on sexual harassment and sexual violence. Provide the name and qualifications of the individuals who provided the training sessions, the specific topics of the training sessions, the dates the training sessions were held, and a list of students who attended the training sessions.
18. Please describe all other measures taken by the university to address and prevent sexual violence, including all outreach and educational efforts. Please include information on any task force created by the university to address these issues, and include the names and titles of all individuals involved in the task force, the specific issues the task force was created to address, the date the task force was created, and the efforts made to date by the task force.
19. Copies of all studies and reports developed by consultants, working groups, committees, task forces, etc., referencing sexual violence at the university from the 2012-2013 academic year to present, including the names and titles of any university administrators and staff involved in the development of such reports. Please also include the name of administrators and staff involved in implementing the recommendations within the reports, and the timeframes during which such implementation occurred.
20. A description of any focus group developed to address sexual violence at the university since the beginning of the 2012-2013 academic year to present, including meeting minutes of the focus group meeting.
21. Please provide all student and employee surveys regarding incidents of sexual violence and/or whether a hostile environment on the basis of sex exists on the campus conducted during the 2012-2013 academic year to present. Please also provide the results of those surveys.
22. Please describe all university resources available to address the health and safety of victims of sexual violence (e.g., counseling, escort services, academic support, etc.). Please note whether or not any listed resource maintains confidentiality.
23. Please provide the university's policies and procedures on imposing sanctions upon and/or taking corrective action against students and employees for committing acts of sexual violence.
24. Please provide a list of all fraternities and sororities associated with the university, along with the address of each fraternity or sorority house, and the name and contact information for each fraternity or sorority president. Also indicate whether the fraternities and sororities associated

with the university are housed on university property or in university-owned or operated buildings, and whether university police have jurisdiction over the fraternity or sorority houses.

25. The name, title, and contact information of any law enforcement personnel who customarily receive and investigate reports of sexual violence. Indicate whether the personnel are on-campus or local off-campus police and public safety employees.
26. A copy of any agreements or Memorandum of Understanding between the university and any local police departments regarding the handling and investigation of reports of sexual violence.
27. A description of how the university coordinates and interacts with local law enforcement agencies on the investigation of sexual violence. For all such incidents, describe the actions taken by the university when the incident was pending with a local law enforcement agency. Also provide the names and contact information for the staff responsible for contacting the local law enforcement agencies or rape crisis centers when such a complaint was filed with the university; and the name and contact information for the university staff member(s) who is the liaison to local law enforcement for cases of sexual harassment/violence.
28. Please explain the university's system for tracking and maintaining information on incidents of sexual violence. Please include the name and title of the person who maintains complaints, investigative materials, and findings regarding these incidents.
29. Please explain how the university coordinates its Title IX enforcement with respect to sexual violence.
30. A copy of any university publications concerning acts of sexual violence against students since the 2012-2013 academic year to present, including reports and newspaper articles.
31. Please provide the names of all student groups or campus organizations that address issues and concerns with sexual violence, and the contact information for each organization such as web sites or e-mail addresses. Indicate what information about these groups and organizations is available to students and employees.
32. To the extent not listed in No. 31, above, a list of all official student or campus organizations, including contact information for each group.
33. To the extent not listed in No. 31, above, a list of rape crisis centers that serve the university, and the contact information for these centers. Indicate how this information is distributed to students and employees.
34. Please provide a breakdown, by gender, of the number of students who lived in on-campus student housing, off-campus student housing, or in fraternities or sororities associated with the university, from the 2012-2013 academic year to present.

Specific to This Complaint

35.

[REDACTED]

36.

[REDACTED]

a.

[REDACTED]

b.

[REDACTED]

c.

[REDACTED]

d.

[REDACTED]

e.

[REDACTED]

37.

[REDACTED]

a.

[REDACTED]

b.

[REDACTED]

c.

[REDACTED]

d.

[REDACTED]

38.

[REDACTED]

39. [REDACTED]

To the extent that any responsive documents or information are published on the university's publicly-accessible web site, the response may consist of the exact web address where the relevant information is located. To the extent that other documents or information are available in electronic format, please provide them electronically. In addition, to the extent possible, please refrain from using staples when submitting paper copies or documents to OCR.

Thank you for your cooperation in this matter. In addition to the information requested above, OCR may need to request additional information and interview pertinent personnel. During the course of this investigation, we will conduct one or more mutually convenient on-site visits.

OCR is committed to resolving complaints as promptly as possible. I will contact you or your designated representative soon to discuss the allegations and the complaint resolution process. If you have any questions, please contact me at (206) 607-1633, or by e-mail at shirley.oliver@ed.gov; or you may contact Amy Klosterman, Attorney, at (206) 607-1622, or by e-mail at amy.klosterman@ed.gov; or Tina Meade, Attorney, at (206) 607-1604, or by e-mail at christina.meade@ed.gov.

Sincerely,



Shirley Oliver
Senior Equal Opportunity Specialist

Enclosure