



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

1350 EUCLID AVENUE, SUITE 325
CLEVELAND, OH 44115

REGION XV
MICHIGAN
OHIO

January 24, 2019

Mark J. Perry, Ph.D.



Re: OCR Docket No. 15-18-2272

Dear Dr. Perry:

On June 14, 2018, the U.S. Department of Education (the Department), Office for Civil Rights (OCR), received the complaint you filed against the University of Michigan (the University). The complaint alleges that the University discriminates against men on the basis of sex. Specifically, the complaint alleges that:

1. The University offers resources, funding, programs, initiatives, fellowships, awards, and/or scholarships that are available to women only.
2. The University allows externally funded programs, awards, scholarships, fellowships, initiatives, lectureships, committees, groups, and events that are for women only to use campus space or university websites, or receive other forms of institutional endorsement.
3. The University failed to appropriately respond to the Complainant's April and May 2018 complaints of sex discrimination.

OCR enforces Title IX of the Education Amendments of 1972 (Title IX), 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 any education program or activity operated by a recipient of federal financial assistance from the Department. As a recipient of federal financial assistance from the Department, the University is subject to Title IX.

Because OCR has determined that it has jurisdiction and that the complaint was filed timely, it is opening the complaint for investigation. Based on the complaint allegations, OCR will investigate the following issues:

- Whether the University, on the basis of sex, excludes individuals from participation in, denies the individuals the benefits of, or subjects the individuals to discrimination with respect to any University program or activity, in violation of the Title IX implementing regulation at 34 C.F.R. § 106.31.
- Whether the University provides or otherwise carries out any of its education programs or activities separately on the basis of sex, or requires or refuses participation therein by any of its students on the basis of sex, in violation of 34 C.F.R. § 106.34(a).

- Whether the University, in providing financial assistance to any of its students, on the basis of sex, provides different amount or types of such assistance, limits eligibility for such assistance which is of any particular type or source, applies different criteria, or otherwise discriminates; and/or, through solicitation, listing, approval, provision of facilities or other services, assists any foundation, trust, agency, organization, or person which provides assistance to any of the University's students in a manner which discriminates on the basis of sex, in violation of 34 C.F.R. § 106.37.
- Whether the University is, on the basis of sex, denying persons the benefits of, or subjecting them to discrimination in employment, under any education program or activity operated by the University, in violation of 34 C.F.R. § 106.51.
- Whether the University failed to provide for the prompt and equitable resolution of employee complaints alleging any action that would violate the Title IX regulation, in violation of the Title IX implementing regulation at 34 C.F.R. § 106.8(b).

Please note that opening an allegation for investigation in no way implies that OCR has made a determination with regard to the allegation's 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*. A complainant may have a right to file a private suit in federal court whether or not OCR finds a violation.

OCR works to resolve allegations of discrimination promptly and appropriately. OCR will communicate with you periodically during its investigation. When contacting the office about your case, please refer to OCR Docket Number 15-18-2272.

Please note that your complaint may be appropriate for Facilitated Resolution Between the Parties (FRBP), a process that facilitates the resolution of complaints by providing an opportunity for the parties involved to voluntarily resolve the complaint allegations. Additional information regarding the FRBP process was sent with OCR's correspondence acknowledging your complaint. If OCR believes that your complaint is appropriate for FRBP, OCR will contact you to discuss this option.

If you have any questions, please contact Mr. Nate McDonald. He has been assigned to investigate this complaint and can be reached by telephone at [REDACTED] or by e-mail at [REDACTED].

Sincerely,



Lisa M. Lane
Supervisory Attorney/Team Leader