



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

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

March 8, 2016

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

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



Re: College of Idaho
OCR Reference No. 10152236

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

This letter is to notify you that the U.S. Department of Education, Office for Civil Rights (OCR) has completed its evaluation of the complaint you filed against the College of Idaho. In the complaint, you allege that, the college discriminated against (b)(6); (b)(7)(C) (the student), on the basis of sex, when it: (1) failed to provide the student with a prompt and equitable grievance process after the student reported an incident of sexual violence; and (2) subjected the student to a hostile environment because of its failure to provide a prompt and effective grievance procedure.

OCR has the authority to enforce Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination based on sex in programs and activities receiving federal financial assistance from the U.S. Department of Education. Sexual harassment that creates a hostile environment is a form of sex discrimination prohibited by Title IX. The college receives federal financial assistance from the Department.

OCR has accepted these allegations because it suggests 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 college'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 you and the college ("Early Complaint Resolution");
- a voluntary written agreement in which the college agrees to take remedial actions that OCR determines fully resolve the allegation consistent with applicable legal standards; or

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

- an investigation by OCR, resulting in findings and a determination as to whether the college is in compliance with the applicable legal standards and, in the event noncompliance is found, a written agreement between OCR and the college in which the college 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.

OCR is committed to resolving complaints as promptly as possible. OCR is also notifying the college of our acceptance of these allegations, and we will be contacting the college soon to discuss the allegations. If you have any questions, please contact me at (206) 607-1606 or by e-mail at claudette.rushing@ed.gov.

Sincerely,

A rectangular box with a black border, used to redact the signature of Claudette Rushing. A thin black line extends from the top right corner of the box upwards and to the right.

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

Claudette Rushing
Attorney