



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

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REGION V  
ILLINOIS  
INDIANA  
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MINNESOTA  
NORTH DAKOTA  
WISCONSIN

September 1, 2023

Mark Perry

Sent via email only to: [REDACTED]

Re: OCR Docket #05-23-2178

Dear Dr. Perry:

This letter is to inform you of the disposition of the above-referenced complaint filed with the U.S. Department of Education (Department), Office for Civil Rights (OCR), against University of Minnesota Twin Cities (University), which OCR received on March 6, 2023, alleging discrimination on the basis of sex. Specifically, you allege that the University discriminated against males by offering the Dr. Anne Joseph Women's Early Research Career Award (Award) exclusively to women. For the following reasons, OCR is closing the complaint.

OCR enforces Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any 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.

Section 110(d) of OCR's *Case Processing Manual* (CPM) states that OCR will close an allegation when OCR obtains credible information indicating that the allegation has been resolved.

The complaint alleges that the University excludes males from applying for and receiving the Award. Although the Award eligibility criteria does not include a limitation based on sex, information on the University's website describing the Award indicated that the Award was intended to support junior faculty women. The University provided documentation to OCR that the Award was open to all applicants who met the eligibility criteria and was not limited based on sex.

The University has confirmed in writing that it will change the name of the award to remove the word "Women's." Second, the University will remove the language from the website, any publications linked to the website, and any materials advertising the award that indicate that it is to provide supplemental funding for junior faculty "women." On August 31, 2023, OCR confirmed that the University has removed any references to the Award on its website. Upon request, you did not identify any individual that was denied the opportunity to apply for or

receive the Award based on sex. Therefore, OCR has determined that the allegation in this complaint has been resolved and is closing the complaint pursuant to CPM Section 110(d).

This letter sets forth OCR's determination in an individual OCR case. 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. Complainants may have the right to file a private suit in federal court whether or not OCR finds a violation.

OCR did not notify the University that you filed this complaint. However, please be advised that the University may not harass, coerce, intimidate, discriminate, against any individual because he or she has filed a complaint or participated in the complaint resolution process. If this happens, the individual may file a complaint with OCR alleging such treatment.

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.

If you have questions about this letter, you may contact Miguel Figueras, OCR Attorney, at

[REDACTED]

Sincerely,

*Melissa Katt*

Melissa Katt  
Supervisory Attorney