



United States Department of Education Office for Civil Rights

DISCRIMINATION COMPLAINT FORM

You do not have to use this form to file a complaint with the U.S. Department of Education's Office for Civil Rights (OCR). You may send OCR a letter or email instead of this form, but the letter or email must include the information in items 1-15 of this form. If you decide to use this form, please type or print all information and use additional pages if more space is needed. An online, fillable version of this form, which can be submitted electronically, can be found at:

<http://www.ed.gov/about/offices/list/ocr/complaintintro.html>.

Before completing this form, please read all information contained in the enclosed packet including: Information About OCR's Complaint Resolution Procedures, Notice of Uses of Personal Information and the Consent Form.

If you have questions about civil rights or how to file a complaint, you may contact OCR at 800-421-3481, 800-877-8339 (TTY), OCR@ed.gov, or by calling the enforcement office that serves your state or territory. Contact information for enforcement offices can be found at: <https://ocrcas.ed.gov/contact-ocr>.

If you have difficulty understanding English, you may, free of charge, request language assistance services for this Department information by calling 1-800- USA-LEARN (1- 800-872-5327) (TTY: 1-800-877-8339), or email us at: Ed.Language.Assistance@ed.gov. If you are a person with a disability, you may request disability-related assistance by contacting OCR at 800-421-3481, 800-877-8339 (TTY), OCR@ed.gov, or by calling the enforcement office that serves your state or territory. Contact information for enforcement offices can be found at: <https://ocrcas.ed.gov/contact-ocr>. To request this document in an alternate format such as Braille or large print please contact the Department at 202-260-0852 or om_eeos@ed.gov.

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Complaint Form, Consent Form, and Complaint Processing Procedures

1. Name of person filing this complaint:

Last Name: Hogshead, J.D., OLY **First Name:** Nancy **Address:** 3116 St. Johns Avenue

Champion Women, a non-profit providing legal advocacy for girls and women in sports.

City: Jacksonville **State:** Florida **Zip Code:** 32205

Primary number: (904) 384-8484 **Alternate number:** _____

Email Address: hogshead@championwomen.org

2. Name of person discriminated against (if **other** than person filing). If the person discriminated against is age 18 or older, we will need that person's signature on this complaint form and the consent/release form before we can proceed with this complaint. If the person is a minor, and you do not have the legal authority to file a complaint on the student's behalf, the signature of the child's parent, guardian, or other authorized legal representative is required.

Last Name: _____ **First Name:** _____ **Address:** _____

City: _____ **State:** _____ **Zip Code:** _____

Primary Phone: _____ **Alternative Phone:** _____

Email Address: _____

3. OCR investigates discrimination complaints against schools, colleges and universities, institutions, and agencies which receive funds or other forms of financial assistance from the U.S. Department of Education and against public educational entities and libraries that are subject to the provisions of Title II of the Americans with Disabilities Act. Please identify the institution or agency that engaged in the alleged discrimination. If we cannot accept your complaint, we will attempt to refer it to the appropriate agency and will notify you of that fact.

Name of Institution: University of the Cumberlands

Address: 816 Cumberland Avenue

City: Williamsburg **State:** KY **Zip Code:** 40769

Department/School: Athletics Department

4. The regulations OCR enforces prohibit discrimination on the basis of race, color, national origin, sex, disability, or age. The regulations also ban retaliation against persons who assert the right to be free from discrimination. Please note the following:

- Discrimination based on race, color, and national origin includes failure to provide meaningful access to English learners and limited English proficient parents and guardians, as well as discrimination based on shared ancestry or ethnic characteristics or based on citizenship in a country with a dominant religion.

- Discrimination based on sex includes discrimination based on sex stereotypes, pregnancy or related conditions, sexual orientation, and gender identity, as well as rules about parental, family, or marital status that treat people differently based on sex.
- Discrimination based on disability includes discrimination against individuals who have a physical or mental impairment that substantially limits a major life activity, as well as individuals who have a record of or are regarded as having a disability.
- Discrimination based on age does not limit protection against discrimination to a certain age group (e.g., people over 40); however, there are a variety of exceptions to the relevant Federal law that may permit age to be taken into account.
- Retaliation refers to actions taken for the purpose of interfering with any rights under the laws enforced by OCR, or because you made a complaint, testified, or participated in any manner in an OCR proceeding.

Please indicate the basis of your complaint:

Discrimination **based on race (specify)**

Discrimination **based on color (specify)**

Discrimination **based on national origin (specify)**

Discrimination **based on sex (specify)**

University of the Cumberlands is discriminating on the basis of sex by providing women with unequal athletic participation opportunities, unequal athletic scholarship dollars, and unequal treatment and benefits, including athletic recruitment funding

Discrimination **based on disability (specify)**

Discrimination **based on age (specify)**

Retaliation because you filed a complaint or otherwise asserted rights under laws enforced by OCR (specify)

Violation of the Boy Scouts of America Equal Access Act (specify)

5. Please describe each alleged discriminatory act. For each action, please include the date(s) the discriminatory act occurred, the name(s) of each person(s) involved and, why you believe the discrimination was because of race, disability, age, sex, etc. Also please provide the names of any person(s) who was present and witnessed the act(s) of discrimination.

University of the Cumberlands is denying 392 women's athletic opportunities in order to provide athletic opportunities that are substantially proportionate to men's and women's enrollment, or Prong 1 or the "Proportionality Test." Women are 64.62% of the student body, but they are provided just 45.62% of the student-athlete opportunities. Cumberlands must add 392 additional athletic opportunities for women in order to provide athletic opportunities substantially proportionate to enrollment; 392 additional opportunities is enough to add almost an entire athletic department; Cumberlands currently only provides athletic opportunities for 286 women athletes. University of the Cumberlands sponsors:

11 men’s varsity sports (Baseball, Basketball, Bowling Football, Golf, Lacrosse, Soccer, Swimming & Diving, Tennis, Track and Field, and Wrestling), providing educational opportunities to 345 men

11 women’s varsity sports (Basketball, Bowling, Golf, Lacrosse, Soccer, Softball, Swimming & Diving, Tennis, Track and Field and Volleyball), and 4 co-ed varsity sports (Archery, Cheerleading, Competitive Dance and Esports) providing educational opportunities to 286 women.

In our attached letter, we provide detailed facts that University of the Cumberlands cannot meet Prong 2 or Prong 3 either.

We include a chart with 19 years of EADA data showing that the school does not have “a continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of that sex.”

In addition, we detail that there is considerable women’s interest and athletic ability from: the school’s conference members, from the school’s competitive geographical area, and from their high school recruiting pool. We note the NCAA’s “emerging sport” list of sports that are growing quickly, and links to sports governing bodies, which makes it very easy to see where women’s teams are, and where they are expanding. University of the Cumberlands will have many sport choices for new women’s sports.

We also checked the school’s website and found University of the Cumberlands does not provide avenues to add more women’s sports, it is not assessing the interests and athletic abilities of its students to determine *which* new sports to add, and its Title IX page is devoted to sexual harassment and violence, ignoring sex discrimination in the athletic department.

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The failure to provide women with equal opportunities to play impacts the availability of athletic scholarship dollars for women. These are important sources of funding for educational attainment that women are being denied because of their sex. If Cumberlands provided its male and female students with the same opportunities to participate, Cumberlands would need to add **\$2,198,138 additional** athletic scholarship dollars, to balance out the amount Cumberlands provides to its male students. If, for some reason, the OCR determines that Cumberlands is, in fact, not discriminating against women in providing opportunities in sport, then Cumberlands would still need to provide its women students participating in sports with \$71,198 more in athletic scholarship aid, to match the amount Cumberlands provides its male athletes.

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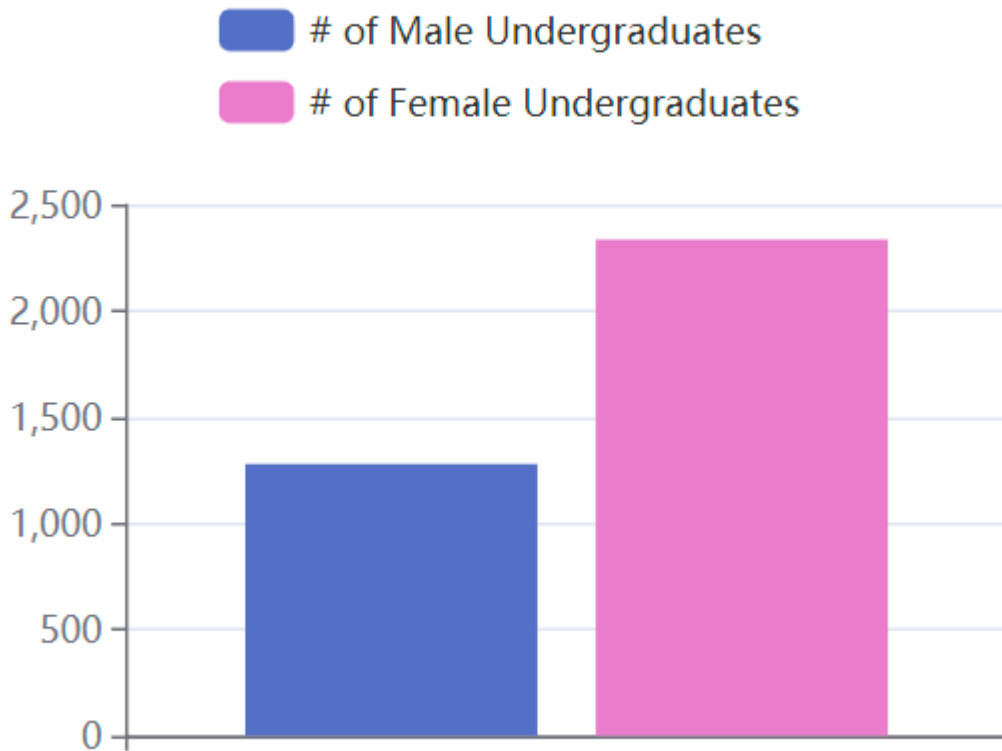
University of the Cumberlands needs to give women’s teams an additional **\$58,980** in recruiting funds, based on enrollment. If, for some reason, the OCR determined that University of the Cumberlands is, in fact, not discriminating against women in providing opportunities in sport, University of the Cumberlands would still need to provide its women’s sports teams – and women’s coaches – with **\$9,573** more recruiting dollars in order to be consistent with the school’s

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In order to address these disparities, *Champion Women* requests that the Office for Civil Rights (“OCR”) investigate University of the Cumberland to determine whether it is discriminating against women in its athletic department. Additional Title IX violations are expected to be found, including facilities, publicity, promotional support, and travel, to name just a few. When violations are found, secure assurances of compliance with Title IX that include full remedies.

University of the Cumberland

2022 Enrollment

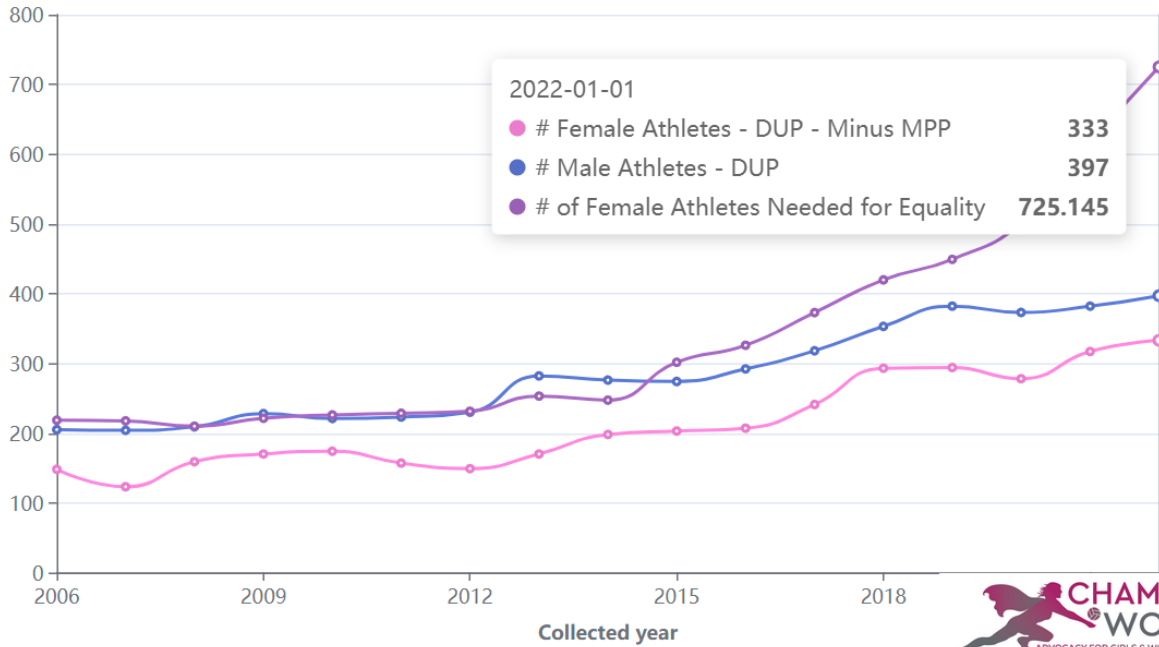


University of the Cumberland

Participation Gap



○ # Female Athletes - DUP - Minus MPP ○ # Male Athletes - DUP ○ # of Female Athletes Needed for Equality



University of the Cumberland

2022 Need to Add

344

Female Athletic Opportunities Missing

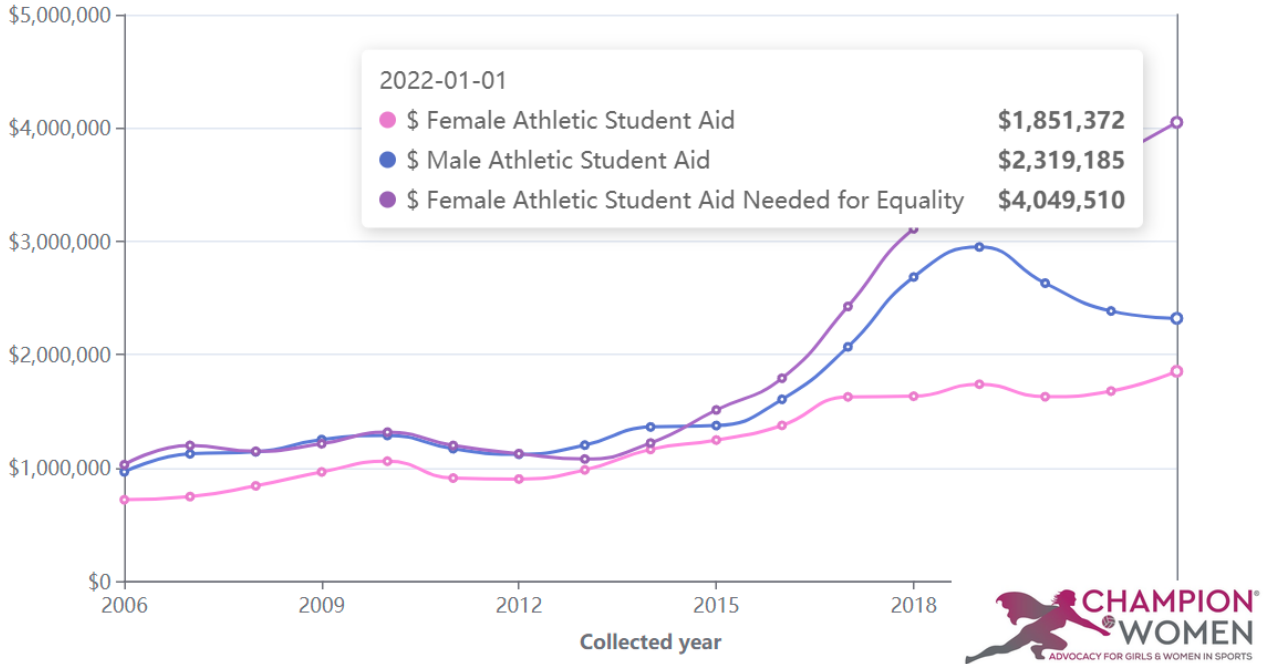
+74 ↗ More Needed Since 2021



Scholarships



○ \$ Female Athletic Student Aid
 ○ \$ Male Athletic Student Aid
 ○ \$ Female Athletic Student Aid Needed for Equality



University of the Cumberland

2022 Scholarship Gap

■ \$ Female Athletic Student Aid
■ \$ Female Athletic Student Aid for Equality



University of the Cumberland

2022 Need To Add Athletic Scholarships

\$2,198,138

Missing for Female Athletes

+\$144,387 ↗ More Missing Since 2021



Recruiting Expenses Gap

University of the Cumberland



○ \$ Female Recruiting Expenses ○ \$ Male Recruiting Expenses ○ \$ Female Recruiting Expenses Needed For Equality



University of the Cumberland

2022 Coach Salaries



Recruiting Expenses 2022



6. Do you have documents or written information that you think will help us to understand your complaint?
- No
 Yes

If yes, please describe the documents or written information you have.

Please see attached file - "Champion Women OCR Complaint University of the Cumberland's "

If OCR investigates your complaint, we may ask you to provide us the items you describe above.

7. What is the most **recent date** you were discriminated against?

Date: The discrimination against women on the basis of sex is ongoing at University of the Cumberland's

8. If this date is **more than 180 days ago**, you may request a waiver of the filing requirement.

I am requesting a waiver of the 180-day time frame for filing this complaint.

Please explain why did not file your complaint within 180 days.

9. Have you complained about the allegations that you raise in this complaint to your school, institution, or another organization or agency?

YES NO

If yes, have you complained about the allegations that you raise in this complaint by:

filing an internal complaint or appeal with your school or institution?

participating in your school or institution's grievance procedures?

participating in a due process hearing either at your school or institution, or through another organization or government agency?

If you answered **yes to any of the above questions**, please describe the allegations that you raised in an internal complaint or appeal, through your school or institution’s grievance procedures, or in a due process hearing, identify the date you complained about the allegations and where you made the complaint, and tell us the status of the complaint, appeal, grievance procedures, or due process hearing. If possible, please provide us with a copy of your complaint or grievance or appeal or due process request and, if completed, the decision in the matter.

10. If the allegations contained in this complaint have been filed with any other Federal, state or local civil rights agency, or any Federal or state court, please give details and dates. We will determine whether it is appropriate to investigate your complaint based upon the specific allegations of your complaint and the actions taken by the other agency or court.

Agency or Court: _____

Date Filed: _____

Case Number or Reference: _____

Results of Investigation/Findings by Agency or Court:

11. You do not need to have a lawyer to file a complaint with OCR; however, if you do have a lawyer, OCR staff are required to communicate directly with your lawyer. If you have a lawyer representing you in this matter, please provide the lawyer’s contact information.

Last Name: Hogshead **First Name:** Nancy

Telephone: (904) 384-8484 **Email:** hogshead@championwomen.org

12. If we cannot reach you at your home or work, we would like to have the name and telephone number of another person (relative or friend) who knows where and when we can reach you. This information **is not required**, but it will be helpful to us.

Last Name: Casey **First Name:** Alistair

Telephone: (310) 562-4549 **Email:** alistaircasey@championwomen.org

13. **Option to Participate in OCR’s Early Mediation Process**

OCR provides an early mediation process as an opportunity for you and the recipient institution to voluntarily resolve your complaint soon after you file it with OCR.

Mediation is a form of complaint resolution that OCR offers as an alternative to its investigative process. Mediation is an informal process in which a staff member from OCR who is trained in mediation assists the parties to reach a negotiated resolution of the complaint. The mediator does not decide who is right or wrong and does not have the authority to impose a settlement on the parties. Instead, the mediator helps the parties to find a mutually acceptable resolution to your complaint. Mediation is a strictly voluntary process. If either party does not want to participate in mediation, OCR will address the complaint through its regular processes.

If you are interested in participating in the early mediation process, you must check the box below. If you indicate your interest in early mediation by checking the box below **and** OCR determines that your complaint is appropriate for this process, OCR will contact you and the recipient institution and offer this resolution option. If the recipient agrees to participate in early mediation, OCR will work with you and the recipient to achieve a mutually agreeable resolution of your complaint. If the recipient does not wish to participate in early mediation, OCR will proceed with its regular processing of your complaint. ***If you do not indicate your interest in early mediation by checking the box below, early mediation will not be offered to you and OCR will proceed with its regular processing of your complaint.***

I am interested in participating in early mediation (Please check box):

14. What would you like the institution to do as a result of your complaint
— what remedy are you seeking?

- Investigate University of the Cumberland to determine whether it is discriminating against women; whether it is providing female students with equal participation opportunities in varsity athletics, equal and proportionate athletic scholarship dollars, equal treatment and benefits, including equal recruiting budgets.
- Take all necessary steps to remedy and all unlawful conduct identified by Title IX and its implementing regulations.
- To add more athletic opportunities for women, and to accord women athletes and these additional teams the full range of benefits accorded to men's varsity teams and athletes, such as equipment and supplies; game and practice times; travel and per diem allowances; coaching and academic tutoring; assignment and compensation of coaches and tutors; locker rooms, practice, and competitive facilities; medical and training facilities and services; housing and dining facilities and services; and publicity. Increase scholarship and recruiting budgets and opportunities, to be equal to the men's, and adopt and implement a plan to achieve full compliance with Title IX throughout the entire athletic department.

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15. We cannot accept your complaint if it has not been signed. Please sign and date your complaint below.

(Date)

(Signature)

(Date)

(Signature of person in Item 2)

Please mail or email the completed and signed Discrimination Complaint Form, your signed consent form and copies of any written material or other documents you believe will help OCR understand your complaint to the OCR Enforcement Office responsible for the state where the institution or entity about which you are complaining is located. You can locate the mailing information for the correct enforcement office on OCR's website at <https://ocrcas.ed.gov/contact-ocr>.

**CONSENT FORM - FOR DISCLOSING NAME AND OTHER PERSONAL INFORMATION
CONTAINED IN THE DISCRIMINATION COMPLAINT FORM TO OTHERS**

(Please print or type except for signature line)

Your Name: Nancy Hogshead J.D., OLY/ Champion Women

Name of School or Other Institution That You Have Filed This Complaint Against: _____

University of the Cumberland

- The purpose of this consent form is for the Office for Civil Rights (OCR) to request your consent to disclose your name and other personal information contained in the Discrimination Complaint Form for OCR's investigation of, and enforcement activities related to, the Discrimination Complaint Form.
- For example, to decide whether a school discriminated against a person, OCR often needs to reveal that person's name and other personal information from their complaint to employees at that school to verify facts or get additional information. When OCR does that, OCR informs the employees that all forms of retaliation against that person and other individuals associated with the person are prohibited. OCR may also reveal the person's name and personal information during interviews with witnesses and consultations with experts.
- If you do not consent to OCR disclosing your name or other personal information contained in the Discrimination Complaint Form as described above, OCR may decide to close your complaint if OCR determines it is necessary to disclose such information in order to determine whether the school discriminated against you.

NOTE: If you file a complaint with OCR, OCR can release certain information about your complaint to the press or general public, including the name of the school or institution; the date your complaint was filed; the type of discrimination included in your complaint; the date your complaint was resolved, dismissed or closed; the basic reasons for OCR's decision; or other related information. Any information OCR releases to the press or general public will not include your name or the name of the person on whose behalf you filed the complaint.

NOTE: OCR requires you to respond to its requests for information. Failure to cooperate with OCR's investigation and resolution activities could result in the closure of your complaint.

Please sign section A or section B (but not both) and return to OCR:

- If you filed the complaint on behalf of yourself, you should sign this form.
 - If you filed the complaint on behalf of another specific person, that other person should sign this form.
- EXCEPTION:** If the complaint was filed on behalf of a specific person who is younger than 18 years old or a legally incompetent adult, this form must be signed by the parent or legal guardian of that person.
- If you filed the complaint on behalf of a class of people, rather than any specific person, you should sign the form.

A. **I give OCR my consent to disclose my name (and that of my minor child/ward on whose behalf the complaint is filed) and other personal information contained in the Discrimination Complaint Form to others for OCR's investigation of, and enforcement activities related to, the Discrimination Complaint Form.**

Signature

Date

OR

B. **I do not give OCR my consent to disclose my name (and that of my minor child/ward on whose behalf the complaint is filed) nor other personal information contained in the Discrimination Complaint Form to others for OCR's investigation of, and enforcement activities related to, the Discrimination Complaint Form.** I understand that OCR may have to close my complaint.

Signature

Date

I declare under penalty of perjury that it is true and correct that I am the person named above; and, if the complaint is filed by a parent or legal guardian on behalf of a minor child/individual who has been declared to be incompetent due to physical or mental incapacity or age by a court of competent jurisdiction, that I am that person's parent or legal guardian. This declaration only provides consent for the disclosure of identity of the persons (and other individually identifiable information about them contained in the Discrimination Complaint Form) and does not extend to any of the claims filed in the complaint.

Excerpt from the Online [Interactive Complaint Form](#)

Race / Color / National Origin / Ethnicity / Shared Ancestry

Discrimination based on national origin includes discrimination based on the country, world region, or place where a person or their ancestors come from; a person's limited English proficiency or English learner status; and a person's actual or perceived shared ancestry or ethnic characteristics, including membership in a religion that may be perceived to exhibit such characteristics (e.g., Hindu, Jewish, Muslim, and Sikh students). For more information about race, color, and national origin discrimination, please visit www.ed.gov/ocr/frontpage/pro-students/race-origin-pr.html.

Sex

Discrimination based on sex includes discrimination based on sex stereotypes, pregnancy or related conditions, sexual orientation, and gender identity. Discrimination based on sex also encompasses rules about parental, family, or marital status that treat people differently based on sex. For more information about sex discrimination, please visit <https://www2.ed.gov/policy/rights/guid/ocr/sexoverview.html>.

Disability

A person with a disability is defined as any person who (i) has a physical or mental impairment, which substantially limits one or more major life activities, or (ii) has a record of such impairment, or (iii) is regarded as having such an impairment. Whether a person has a disability is determined without considering mitigating measures. For more information about disability discrimination, please visit www.ed.gov/policy/rights/guid/ocr/disability.html.