



**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.

1. Name of person filing this complaint:

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

Last Name: Hogshead, J.D., OLY **First Name:** Nancy

Address: 2103 River **City:** Jacksonville **State:** Florida **Zip Code:** 32207

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

number: N/A

Email Address: hogshead@championwomen.org

and supportwomen@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: N/A **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: Endicott College – OCR #01-23-2338

Address: 376 Hale Street.

City: Beverly **State:** MA **Zip Code:** 01915

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)**

Endicott College is discriminating on the basis of sex by providing women with unequal athletic participation opportunities and unequal treatment and benefits, including athletic recruitment funding.

More areas of sex discrimination are expected to be found with an investigation, including:

- (1) Provision and maintenance of equipment and supplies;
- (2) Scheduling of games and practice times;
- (3) Travel and per diem expenses;
- (4) Opportunity to receive tutoring and assignment and compensation of tutors;
- (5) Opportunity to receive coaching, assignment, and compensation of coaches;
- (6) Provision of locker rooms, practice, and competitive facilities;
- (7) Provision of medical and training services and facilities;
- (8) Provision of housing and dining services and facilities;
- (9) Publicity;
- (10) Support services; and
- (11) Recruiting.

See more assessment factors on each of these treatment issues at: “A Policy Interpretation: Title IX and Intercollegiate Athletics,” Federal Register, Vol. 44, No. 239, 1979, available at: <https://www2.ed.gov/about/offices/list/ocr/docs/t9interp.html>

See also, “Title IX and Athletic Opportunities in Colleges and Universities, A Resource for Students, Coaches, Athletic Directors, and School Communities” February 2023, available at: <https://www2.ed.gov/about/offices/list/ocr/docs/ocr-higher-ed-athletic-resource-202302.pdf>

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.

Sex Discrimination Complaint

Endicott College

Endicott College is discriminating on the basis of sex by providing women with unequal athletic participation opportunities and unequal treatment and benefits, including athletic recruitment funding.

The legal test to measure “equal opportunities” has been clear since 1979. “Equal athletic participation” is measured by determining whether the educational institution meets any one part of the following three-part test:

1. Prong 1: Whether intercollegiate level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments; or,
2. Prong 2: Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution can show a “history and continuing practice of program expansion, which is demonstrably responsive to the developing interests and abilities of the members of that sex;” or,
3. Prong 3: Whether it can be demonstrated that women’s “interests and abilities have been fully and effectively accommodated by the present program.”¹

The following graphic from the recent GAO Report, “**College Athletics: Education Should Improve Its Title IX Enforcement Efforts**” – the report suggests using resources exactly like the types *Champion Women* is providing in this complaint.

¹ United States Department of Health, Education, and Welfare, Office for Civil Rights, *Policy Interpretation; Title IX and Intercollegiate Athletics*, 44 Fed. Reg. 71413 (Dec. 11, 1979).

The graphic below from the GAO² describes this same 3-Part test for participation under Title IX well; schools must meet just ONE of these THREE Options:

Figure 1: The “Three-Part Test” Framework for Accommodating Athletic Interests and Abilities

A college can show it is effectively accommodating students’ interests and abilities by meeting one of the following criteria:



Source: GAO analysis of the Department of Education’s 1979 Policy Interpretation and related guidance. | GAO-24-105994

I. Endicott College Is Not Providing Women with “Substantial Proportionality”, As Required Under Title IX’s Prong 1.

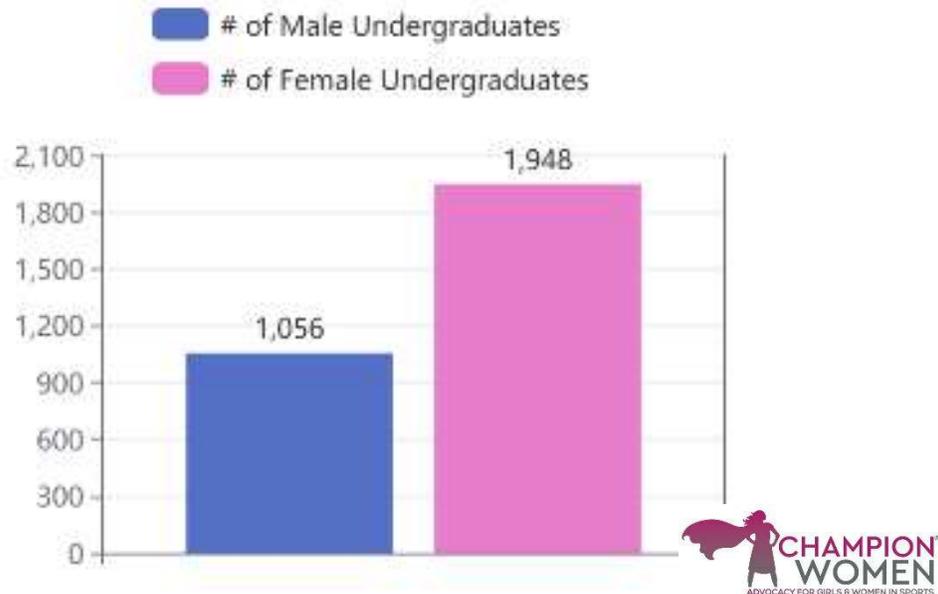
Endicott College cannot meet Prong 1 of the OCR test to determine whether a school is providing women with equal athletic opportunities, when it is not providing women with athletic opportunities that are proportional to Endicott’s student-body.

Women at Endicott College are **64.85%** of the student body, but they are provided just **41.76%** of the student-athlete opportunities. To provide athletic opportunities that are substantially proportionate to men's and women's enrolment, or Prong 1, or the “Proportionality Test,” Endicott College must add **441** additional athletic opportunities for women.

² General Accounting Office, (GAO), “College Athletics: Education Should Improve Its Title IX Enforcement Efforts” GAO-24-105994, May 9, 2024, (the report suggests using resources exactly like the types *Champion Women* is providing in this complaint.) Available at: <https://www.gao.gov/products/gao-24-105994>

Endicott College

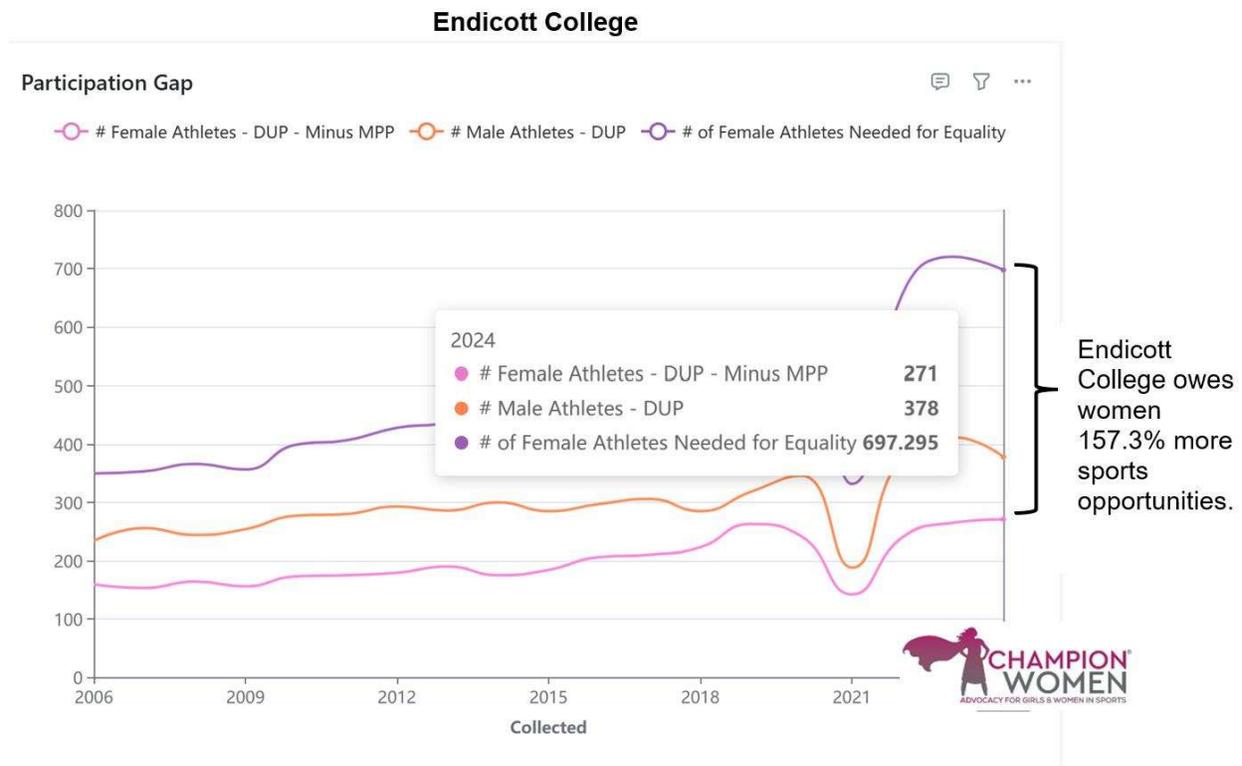
2024 Enrollment



In 2024, Endicott College sponsors:

- 11 men's varsity sports (Baseball, Basketball, Cross Country, Football, Golf, Ice Hockey, Lacrosse, Soccer, Tennis, Volleyball) providing this educational opportunity to 377 men, using the single count.
 - In 2024, Endicott College reported that it provided sports opportunities to 378 men using the double count.
- 11 women's varsity sports (Basketball, Cross Country, Field Hockey, Ice Hockey, Lacrosse, Soccer, Softball, Tennis, Track & Field, Volleyball, and Equestrian) providing this educational opportunity to 254 women, using the single count.
 - In 2024, Endicott College reported that it provided sports opportunities to 271 women using the double count.

For the following graphs, note the difference between the pink line, the bottom line – what women are currently provided – and the purple line, the top line – which is the number of opportunities women would have if the school provided men and women with proportional athletic opportunities to the school’s student-body ratio.



The bracket to the right of the graph demonstrates that Endicott College needs to increase the number of female participants by **157.3% or 426 more women athletes.**

The 19 years of data shows that Endicott College cannot meet Prong 1 or Prong 2 (see graphs).

Using the Unduplicated count, Endicott College needs to add **441 more women**

athletes to its athletics department.

Endicott College

2024 Need to Add

441

Female Athletic Opportunities Missing

-47 ↘ More Needed Since 2023



II. Endicott College Does Not Have a History of Program Expansion for Women’s Athletic Opportunities, As Required to Meet Prong 2.

In *Champion Women’s* attached letter, we provide detailed facts that Endicott College cannot meet Prong 2, requiring a school to have “a continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of that sex.”

Champion Women’s materials include a chart with 19 years of EADA data showing that Endicott College cannot show that it has been expanding athletic opportunities for women; the school does not the requirement for Prong 2.

In addition, *Champion Women* is providing new graphs, starting on page 7, with 19 years of EADA data, that also demonstrate that Endicott College cannot meet Prong 2.

III. Endicott College Is Not Meeting its Women’s Athletic Interests and Abilities, As Required to Comply with Title IX’s Prong 3.

Champion Women demonstrates that Endicott College cannot meet Prong 3 of meeting women’s interest and athletic ability, and within the school’s competitive geographical region.³

In 2023- 2024, 3,423,517 girls played high school sports. It is inconceivable that colleges cannot find women to play on the teams they create, particularly when NCAA Division III schools would need to increase their spending on recruiting by 108% to equal the amount spent on men.⁴

A comparable analogy would be the National Football League claiming that it “couldn’t find” football players who were interested and able to play in its league, when each year the NFL drafts fewer than two hundred players, out of currently 81,000 football players in collegiate athletics. In other words, the demand for sports participation by both males and females far exceeds institutional resources.

The following facts are better detailed in our letter to demonstrate non-compliance with Prong 3:

- Champion Women found that women participate in numerous club sport and lists the sports.
 - Women at Endicott College participate in club sports, including, Cheerleading, Crew, Dance, Ice Hockey, and Rugby.
- Champion Women names the school’s athletic conference and its normal competitive geographic area:
 - Endicott College competes in the Conference of New England (CNE), with a geographic reach of Connecticut, Maine, Massachusetts, and Rhode Island.

³ As stated in the 1996 Clarification, the OCR asks whether: there is (a) unmet interest in a particular sport; (b) sufficient ability to sustain a team in the sport; and (c) a reasonable expectation of competition for the team. If the answer to all three questions is “Yes,” OCR will find that an institution is not fully and effectively accommodating the interests and abilities of the underrepresented sex and therefore is not in compliance with Prong Three.” *Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test*, January 16, 1996, available at: <https://www2.ed.gov/about/offices/list/ocr/docs/clarific.html>

⁴ The National Federation of State High School Associations, “High School Athletics Participation Survey”, based on Competition at the High School Level in the 2023-24 School Year, available at: <https://www.nfhs.org/media/7213111/2023-24-nfhs-participation-survey-full.pdf>

- Champion Women’s materials list the sports that the state high school athletic association sponsors and compares those sports with the sports offered by Endicott College.
 - Endicott College is in the state of Massachusetts, where the state high school girls compete in Basketball, Cross Country, Field Hockey, Golf, Gymnastics, Lacrosse, Ice Hockey, Rugby, Skiing, Soccer, Softball, Swimming & Diving, Tennis, Track & Field, Volleyball, and Wrestling.
 - Endicott College is not providing its women with six sports (Golf, Gymnastics, Rugby, Skiing, Swimming & Diving, and Wrestling) that are offered by Massachusetts high schools, even though the state could offer a steady supply of woman interested and athletically able to compete in this sport.⁵
- When just about 6 out of every 100 high school athletes have an opportunity to compete in college, college sports opportunities are rare, while the supply of women to fill those educational opportunities is enormous. According to the NCAA,⁶ in 2023, only 1.8% of high school girls basketball players were provided the opportunity to play in Division III. Just 6.7% of high school Field Hockey players, 2.3% of Golfers, 21.3% of Ice Hockey players, 6.3% of Lacrosse players, 3.0% of Soccer players, 2.2% of Softball players, 3.6% of Swimmers, 1.9% of Tennis players, 2.0% of Track & Field athletes, 1.6% of Volleyball players in high school are provided opportunities to play their sport in Division III.
- Champion Women provided the NCAA “emerging sport” list of sports, with women’s sports that Endicott College does not offer:
 - Flag Football
 - Rugby

⁵ “OCR will look at participation rates in sports in high schools, amateur athletic associations, and community sports leagues that operate in areas from which the institution draws its students in order to ascertain likely interest and ability of its students and admitted students in particular sport(s). *Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test*, January 16, 1996, available at: <https://www2.ed.gov/about/offices/list/ocr/docs/clarific.html>

⁶ NCAA: Estimated Probability of Competing in College Athletics, updated April 1, 2024: <https://www.ncaa.org/sports/2015/3/2/estimated-probability-of-competing-in-college-athletics.aspx>

- Stunt
- Triathlon
- Wrestling
- *Champion Women* provided links to sport governing bodies, which makes it easy for schools to see where women’s teams and potential competitors are located.⁷

Together, these metrics demonstrate that girls and women are expressing enormous interest in sports and the athletic ability to play sports; that the demand for women’s competitive collegiate athletics is unmet. It cannot be said that there are not women interested and athletically able to compete in many additional sports at Endicott College.

Champion Women also checked the school’s website and found Endicott College does not provide avenues to add more women’s sports, nor does it assess students’ interests and athletic abilities to determine which new sports to add.⁸

⁷ In addition, “Under the Policy Interpretation, the institution may also be required to **actively encourage the development of intercollegiate competition** for a sport for members of the underrepresented sex when overall athletic opportunities within its competitive region have been historically limited for members of that sex.” *Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test*, January 16, 1996, available at: <https://www2.ed.gov/about/offices/list/ocr/docs/clarific.html>

⁸ For a school to claim it is complying with Prong 3, it must regularly assess the interest of its students for additional sports. “An institution’s evaluation of interest should be done periodically so that the institution can identify in a timely and responsive manner any developing interests and abilities of the underrepresented sex. The evaluation should also take into account sports played in the high schools and communities from which the institution draws its students both as an indication of possible interest on campus and to permit the institution to plan to meet the interests of admitted students of the underrepresented sex.” Id.

IV. Endicott College Is Discriminating Against Women in its Treatment and Benefits to its Women Athletes, including Recruiting.

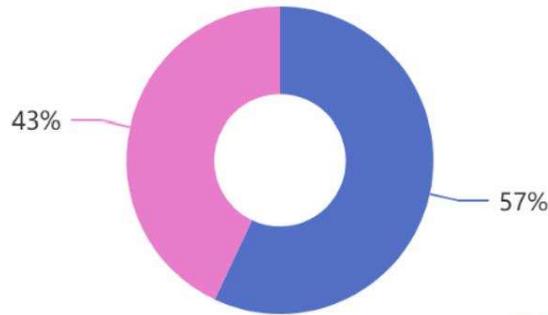
Endicott College



The bracket to the right of the graph demonstrates that Endicott College needs to increase recruiting expenses for female sports and female athletes by 114.9% or \$17,100.

Endicott College

2024 Recruiting Expenses



The Interplay of Sex Discrimination in Athletic Opportunities Cannot Be Disaggregated from Other Types of Sex Discrimination in Athletics:

In the following *Champion Women* graph below, notice how women are entitled to much less in recruiting budgets than the school provides men if the OCR does not require Endicott College to comply with Prong 1 or Proportionality.

Endicott College

2024 Recruiting Expenses Gaps - Based on Participation



Our mission is to ensure equal access to education and to promote educational excellence nationwide through the enforcement of civil rights.

In order to match the recruiting dollars provided to men’s teams, Endicott College must give women’s teams an additional \$17,100 in recruiting funds, based on enrollment. If, for some reason, the OCR determined that Endicott College is, in fact, not discriminating against women in providing opportunities in sport, the OCR used the student-athlete ratio, instead of the student-body ratio, Endicott College would still need to provide its women’s sports teams – and women’s coaches – with \$756 more recruiting dollars to be consistent with the school’s investment in men’s sports.

RECRUITING

Please Champion Women’s Separate Resource for Office for Civil Rights for Recruiting and Sex Discrimination, Title IX, 2026.⁹

“Recruiting” has been part of OCR Regulations to measure athletic benefits and treatment, and it has been included in the Laundry List since 1975.¹⁰ “...where an institution recruits potential student-athletes for its men's teams, it must ensure that women's teams are provided with substantially equal opportunities to recruit potential student-athletes.” See 34 C.F.R. § 106.41(a) and “A Policy Interpretation: Title IX and Intercollegiate Athletics,” 44 Fed. Reg. 71,413, 71,415 (1979).

⁹ *Champion Women*, “Resource for OCR regarding Recruiting and Sex Discrimination Title IX 2026” <https://irp.cdn-website.com/3b7fae75/files/uploaded/Resource+for+OCR+regarding+RECRUITING+and+Sex+Discrimination+Title+IX+2026.pdf>

See also, 34 CFR 106.41(10), 1975, Publicity, i. “*Publicity* (§ 86.41(c)(10)). Compliance will be assessed by examining, among other factors, the equivalence for men and women of:

- (1) Availability and quality of sports information personnel;
- (2) Access to other publicity resources for men's and women's programs; and
- (3) Quantity and quality of publications and other promotional devices featuring men's and women's programs.” “A Policy Interpretation: Title IX and Intercollegiate Athletics,” Federal Register, Vol. 44, No. 239, 1979, available at: <https://www2.ed.gov/about/offices/list/ocr/docs/t9interp.html>

¹⁰ “Title IX and Athletic Opportunities in Colleges and Universities, A Resource for Students, Coaches, Athletic Directors, and School Communities” February 2023, available at: https://in.ewu.edu/titleix/wp-content/uploads/sites/119/2023/12/OCR_TitleIXAthleticsResources_Feb2023.pdf Pages 5 and 6: “Recruitment. Are coaches and other personnel given substantially equal opportunities to recruit women and men for athletic teams? (For example, the amount of time coaches have to recruit, similar and appropriate geographic range for recruiting) Is recruitment for men and women athletes funded in a way that is equivalently adequate to meet the needs of each men’s and women’s athletic program? (For example, funds for outreach, brochures, visiting campuses) Do the differences in benefits, opportunities, and treatment afforded to women or men who are prospective athletes have a disproportionately limiting effect upon the recruitment of students based on sex?”

Unlike most public high schools, most athletes attend their college or university because of the school’s recruiting efforts. It is not a fluke that men over 6’9” just happen to be walking around campus with stellar basketball programs. In other words, when a school needs to attract athletes to its campus, the school hires a coach and staff and empowers them to go out and get these elite athletes. Recruiting has been a proven strategy for athletic success for over a century.

To comply with Prong 3, “the institution may also be **required to actively encourage the development of intercollegiate competition** for a sport for members of the underrepresented sex when overall athletic opportunities within its competitive region have been historically limited for members of that sex.”¹¹

Courts have recognized that demand for sports at a particular college is due in part to the sports that the school provides women, and a school's efforts to attract these athletes to the campus. See *Neal v. Bd of Trs. Of Cal. State Univs.*, 198 F.3d 763, at 769 (9th Cir. 1999); (“[T]he creation of additional athletic spots for women would prompt universities to recruit more female athletes, in the long run shifting women's demand curve for sports participation. As more women participated, social norms discouraging women's participation in sports presumably would be further eroded, prompting additional increases in women's participation levels”); See also, *Cohen v. Brown Univ.*, 101 F.3d 155, 177 (1st Cir., 1996), cert. denied, 520 U.S. 1186 (1997); (“[B]ecause recruitment of interested athletes is at the discretion of the institution, there is a risk that the institution will recruit only enough women to fill positions in a program that already under-represents women, and that the smaller size of the women's program will have the effect of discouraging women's participation”).

Schools and their athletic departments determine the relative interests of men and women on campus when they choose their sports offerings and decide the sums spent on recruiting. Recruiting provides increased numbers of new students with an interest and ability to participate in sports.

For example, when NCAA schools started the sport of rowing, only a few private schools in the northeast offered the sport at the high school level.

¹¹ *Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test*, January 16, 1996, available at: <https://www2.ed.gov/about/offices/list/ocr/docs/clarific.html>

A school creates athletic opportunities for students and then recruits athletes to fill the opportunities created. Title IX simply requires that schools allocate these school-created slots in a nondiscriminatory manner.

As courts have recognized, “Crew or rowing is an example of a sport in which interest commonly develops only after matriculation at college.” *Cohen v. Brown Univ.* 879 F.Supp., 185 at 207, (D.R.I., 1999), (usually referred to as “*Cohen III*”). Before high schools adopted rowing more widely, a school’s rowing recruiting efforts included scholarships, open tryouts, coaches walking through campus in search of tall, broad-shouldered women, and advertisements in school newspapers. (Male rowers were traditionally recruited to college campuses using precisely these techniques.)

A coach’s career is tied to win/loss records, and much of winning is the direct result of a coach’s ability to recruit athletes to compete on the women’s team.

As we say in sport,

“The tail of the bell-shaped curve for athletic performance is long.”

This quote is meant to convey that the differences within and between athletic performance standard deviations are *enormous*, even in this hyper-elite cadre of potential high school students.

V. The Impact of Women’s Smaller Recruiting Budgets on Other Areas of Sex Discrimination in Athletics

Like the intersection of unequal participation opportunities, as described above, a lesser recruiting budget allocated for women is another type of sex discrimination in athletics that necessarily impacts other types of sex discrimination in athletics. (see *Champion Women* graphs starting on page 13, showing the impact of failing to consider opportunities when also evaluating.)

Unequal treatment, as measured by Title IX (facilities, equipment, locker rooms, travel, publicity, etc.), impacts how recruits view the school’s overall program and the educational opportunity that the women’s coach can offer. In other words, differences in *all the other* athletic benefits and treatment afforded to female prospective athletes, as compared to their male peers, have a disproportionately limiting effect on women’s athletic recruitment and overall experience.

Together, specific types of sex discrimination are impossible to disaggregate from the sex discrimination women in athletics experience overall.

Unequal facilities and Recruiting.

It is not difficult for recruits of all sports to see glaring differences between women's softball and men's baseball facilities, as just one example.

Photos of men's locker rooms and teams' hosting areas are typically available online for potential recruits to contrast with the women's locker rooms and hosting areas.

Endicott College Unequal Athletic Facilities:

Melissa Hempstead '69 Stadium:

Men's Football, (139 Students) Men's Soccer, (39 Students) Men's Lacrosse, (47 Students)

- **Serving 225 Men.**

Women's Soccer, (36 Students) Women's Lacrosse (31 Athletes)

- **Serving 67 Women.**



Football, Soccer, and Lacrosse Stadium: Spectator Capacity: 800.

Men's Football Locker Room:



Women's Volleyball Locker Room:



North Field: Men’s Baseball, Women’s Field Hockey



Baseball and Field Hockey Complex: Spectator Capacity: 415.

Softball Complex: Women’s Softball



Softball Complex: Spectator Capacity: 250.

Champion Women was unable to find photos of other practice facilities and locker rooms.

In combination, when schools provide women with additional types of unequal treatment and unequal opportunities to recruit, they send a loud signal that women’s sports are second-class; they are less valuable to the institution.

Thus, deficient recruiting budgets impact the overall morale of women’s coaches, female students, faculty, alumni, donors, professors, and beyond.

To address these disparities, *Champion Women* requests that the Office for Civil Rights (“OCR”) investigate Endicott College to determine whether it is discriminating against women in its athletic department.

With an OCR investigation, additional Title IX violations are expected to be found, including 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. 34 C.F.R. §106.41(a), 1979 Policy Interpretation.

When violations are found, *Champion Women* is requesting that the OCR secure assurances of compliance with Title IX that include **full remedies**.

Champion Women’s extended discussion of *some* of these types of sex discrimination – participation, athletic scholarships, 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, publicity; and recruiting – will hopefully clarify how the sex discrimination in athletics flows across these sectors. **All the different types and measures of sex discrimination in athletics cannot be disaggregated.**

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 the attached file - "Champion Women OCR Complaint Endicott College"

If OCR investigates your complaint, we may ask you to provide us with 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 Endicott College.

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.

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

YES X 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.

-
2. 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:

 N/A *Date*

Filed: _____

Case Number or Reference:

Results of Investigation/Findings by Agency or Court:

3. 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, J.D., OLY First Name: Nancy

Telephone: (904) 384-8484 Email:

hogshead@championwomen.org and
supportwomen@championwomen.org

4. 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: N/A First Name:

Telephone: _____ Email:

5. **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 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) []

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

Investigate Endicott College determine whether it is discriminating against women in athletics; 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 all unlawful conduct identified by Title IX and its implementing regulations.

To add equal athletic opportunities for women as the Endicott College men, 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. 34 C.F.R. §106.41(a), 1979 Policy Interpretation. 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.

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



January 20, 2026
(Date)

CEO, *Champion Women*
(Signature)

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>