



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

61 FORSYTH ST., SOUTHWEST, SUITE 19T10
ATLANTA, GA 30303-8927

REGION IV
ALABAMA
FLORIDA
GEORGIA
TENNESSEE

December 5, 2023

Chris Ragsdale
Superintendent
Cobb County Schools
514 Glover Street
Marietta, Georgia 30060
Via Email Only: chris.ragsdale@cobbk12.org

Re: OCR Complaint No. 04-22-1060

Dear Superintendent Ragsdale:

This letter is to notify you that the U.S. Department of Education, Office for Civil Rights (OCR), is opening for investigation the above-referenced complaint filed against Cobb County Schools (District). The complaint alleges that District staff did not address incidents of harassment of a student (Student) based on her national origin (b)(6); (b)(7)(A); (b)(7)(C)), including a (b)(6); (b)(7)(A); (b)(7)(C)

(b)(6); (b)(7)(A); (b)(7)(C) teacher's harassing conduct that occurred in (b)(6); (b)(7)(A); (b)(7)(C)

OCR enforces Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d, *et seq.*, and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, or national origin, including shared ancestry, in any program or activity receiving Federal financial assistance from the Department of Education. As a recipient of Federal financial assistance from the Department of Education, the District is subject to the requirements of Title VI, as well as OCR's jurisdiction.

OCR will investigate whether the District failed to respond to alleged harassment of the Student based on her national origin (b)(6); (b)(7)(C) in a manner consistent with the requirements of Title VI.

Please note that opening an investigation in no way implies that OCR has made a determination on the merits of the complaint. During the investigation, OCR is a neutral fact-finder, collecting and analyzing relevant evidence from the Complainant, the District, and other sources, as appropriate. OCR will conduct its investigation in accordance with the provisions of the Case Processing Manual.

The regulation implementing Title VI at 34 C.F.R. § 100.6(b) and (c), requires that a recipient of Federal financial assistance from the Department of Education make available to OCR information that may be pertinent to reach a compliance determination. Pursuant to 34 C.F.R. § 100.6(c) and 34 C.F.R. § 99.31(a)(3)(iii), of the regulation implementing the Family Educational Rights and Privacy

Act (FERPA), 20 U.S.C. § 1232g, OCR may review personally identifiable records without regard to considerations of privacy or confidentiality.

Attached is a request for data necessary to investigate this complaint. Please be aware that OCR may need to make additional requests for information in the future. If OCR needs to conduct an on-site investigation, we will schedule the on-site visit for a mutually convenient time.

Please be advised that the District may not harass, coerce, intimidate, discriminate or otherwise retaliate 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 retaliation complaint with OCR.

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, to the extent provided by law, personally identifiable information that, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

We look forward to your cooperation during the resolution of this complaint. If you have any questions, please contact Vicki Lewis, the OCR attorney assigned to this complaint, at 202-987-0011 or Vicki.Lewis@ed.gov.

Sincerely,

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

Digitally signed
by TIMSI PATHAK
Date: 2023.12.05
0:18:25 -05'00'

Timsi Pathak
Team Leader

**Cobb County Schools, GA
OCR Complaint No. 04-22-1060**

Data Request

Please submit the following information to Vicki Lewis at or Vicki.Lewis@ed.gov within 21 calendar days of the date of this letter (i.e., by **December 26, 2023**). We prefer that you submit information electronically, if feasible. If you are sending a large electronic file, please contact OCR for directions on how to upload the file to OCR’s secure file-sharing platform.

Additionally, if any of the information is available online, you may provide the URL in lieu of hard copy documents. Please note that OCR is not requesting, and the District should not provide, any social security numbers in response to this data request. If any item in our request is unclear, or if you experience any difficulty complying with this request, please contact us prior to the expiration of the 21-day period. Please do not provide any social security numbers in your data response. If any responsive documents contain social security numbers, please redact the social security numbers before producing the responsive documents to OCR.

Preservation of requested and relevant data and documents: OCR may request supplemental data and documents that are relevant to the allegation(s) under investigation. To ensure that OCR can assess the recipient’s compliance with the statutory and regulatory obligations at issue in this investigation, please ensure that recipient employees preserve the data and documents requested below for the timeframe specified in these requests and going forward until OCR closes this case. Please also ensure that recipient employees preserve other data and documents that are relevant to the allegation(s) under investigation until OCR closes this case.

For purposes of these requests, “correspondence” includes letters, memoranda, emails, text messages, other electronic communications and records or notes of telephone conversations, and records or notes of meetings.

REQUESTS

1. The name, title, and contact information of the District’s:
 - a. Contact person for this complaint;
 - b. Person authorized to resolve this complaint; and
 - c. Person responsible for responding to Title VI complaints.
2. A copy of the District’s policies and procedures and a description of the District’s practices governing the investigation of complaints of discrimination, including harassment on the bases of race and national origin/shared ancestry. Include a detailed description of the complaint process, including each level of the process, articulated timeframes for resolution and the types of records maintained. Also identify the names and titles of District staff responsible for handling complaints of discrimination and/or harassment on the bases of race and/or national origin/shared ancestry, at each level of the process.

3. A copy of all formal and informal reports/complaints, including records of oral reports/complaints, made by or on behalf of the Student to the District concerning any alleged discrimination, including harassment, of the Student based on national origin/shared ancestry and the District's response to those reports/complaints, including (but not limited to) correspondence, internal and external memoranda, investigative reports, witness statements, logs, forms, meeting minutes and notes generated for each complaint. For each identified report, please provide the following:
 - a. the name(s) and title(s) of the individual(s) to whom the complaint was made, the date of the complaint, and the date of the incident;
 - b. a detailed description of the complaint processing procedures employed to resolve the complaint;
 - c. the length of the investigative process;
 - d. the name(s) and title(s) of the individual(s) involved in the handling of the complaint;
 - e. all actions the District took in response to the complaint;
 - f. the District's final determination regarding the complaint;
 - g. any corrective action taken, including discipline and/or supportive measures; and
 - h. any notice of the findings provided to the Student or her parent or guardian.

4. For the 2021-2022 through the 2023-24 academic years, copies of all formal and informal reports/complaints, including records of oral reports/complaints, concerning alleged discrimination, including harassment, based on national origin/shared ancestry and the District's response to those complaints, including (but not limited to) correspondence, internal and external memoranda, investigative reports, witness statements, logs, forms, meeting minutes and notes generated for each complaint. For each identified report, please provide the following:
 - a. the name(s) and title(s) of the individual(s) to whom the complaint/report was made, the date of the complaint/report, and the date of the incident;
 - b. a detailed description of the complaint processing procedures employed to resolve the report/complaint;
 - c. the length of the investigative process;
 - d. the name(s) and title(s) of the individual(s) involved in the handling of the report/complaint;
 - e. all actions the District took in response to the report/complaint;
 - f. the District's final determination regarding the report/complaint;
 - g. any corrective action taken, including discipline and/or supportive measures; and
 - h. any notice of the findings provided to the complainant.

5. A detailed description of any training regarding discrimination, including harassment, based on national origin/shared ancestry provided to School staff and students. For each such training provide the dates of such training, a description of the training, a list of the names (and titles where appropriate) of the individuals who attended the training, and copies of any materials distributed during the training.

6. Documentation of any efforts by the District from the 2021-2022 through the 2023-2024 academic years to prevent or address national origin/shared ancestry discrimination, including harassment.
7. Any additional information that the District believes may be helpful in resolving the issue opened for investigation if the District wishes to provide such information.



COBB COUNTY
04-22-1060
11/01/2021

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1. Enter information about yourself

First Name:

Last Name:

Address:

City:

State:

Zip Code:

Best Time to Call You: Day

Primary Phone Number:

Alternative Phone Number: {Empty}

Your Email Address

2. Who else can we call if we cannot reach you?

Contact's Name: {Empty}

Daytime Phone Number: {Empty}

Relationship to you: {Empty}

