

# Office for Civil Rights Discrimination Complaint Form: Submission #736871

## 1. Enter information about yourself

First Name: (b)(6);  
(b)(7)(A);  
(b)(7)(C)

Last Name: (b)(6);  
(b)(7)(A);  
(b)(7)(C)

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

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

State: (b)(6); (b)(7)(A);

Zip Code: (b)(6);

Best Time to Call You: Day

Primary Phone Number: (b)(6); (b)(7)(A); (b)(7)(C)

Alternative Phone Number: {Empty}

Your Email Address: (b)(6); (b)(7)(A); (b)(7)(C)

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

Contact's Name: {Empty}

Daytime Phone Number: {Empty}

Relationship to you: {Empty}

## 3. Who was discriminated against?

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Yourself or Someone else Myself?

If someone other than yourself please include:

Injured Person's Name: {Empty}

Daytime Phone Number: {Empty}

Evening Phone Number: {Empty}

Relationship to You

(eg. son or daughter) {Empty}

Injured Person's Address: {Empty}

City: {Empty}

State: {Empty}

Zip Code: {Empty}

#### **4. What institution discriminated?**

Institution Name: Pacific Lutheran University

Address: {Empty}

City: {Empty}

State: Washington

Zip Code: {Empty}

School or department involved: {Empty}

#### **5. Have you tried to resolve the complaint through the institution's grievance process, due process hearing, or with another agency?**

Have you tried to resolve the complaint? No

## 6. Describe the discrimination

OCR enforces regulations that prohibit discrimination on the basis of race, color, national origin; sex; disability; and/or age.

(You may select more than one.)

On what basis were you discriminated against? national origin

In the space provided below please describe each discriminatory action separately. For each action, you need to provide the following information: A professor at PLU has been posting anti-semitic memes on Instagram since October 7. (b)(6); (b)(7)(A); (b)(7)(C)

(b)(6); (b)(7)(A); (b)(7)(C) I reported it to (b)(6); (b)(7)(A); (b)(7)(C) several times, as well as to the Dean. (b)(6);

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

(b)(6); I have e-mailed PLU over and over and have not gotten any response. Another student who sent a complaint about this same professor (b)(6); (b)(7)(A); (b)(7)(C)

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

Do you have written information that you think will help us understand your complaint?

yes or no Yes

## 7. Your complaint must be filed within 180 days of the discriminatory action

The laws that we enforce require that complaints be filed with our office within 180 days of the alleged discriminatory event. If any of the alleged discriminatory actions took place more than 180 days before the postmark or receipt date of this complaint, you may request a waiver of the 180-day limit. When did the last act of discrimination occur?

### When did the last act of discrimination occur?

Enter the date: Tue, (b)(6); (b)(7)(A); - 00:00

Are you requesting a waiver of the 180-day filing time limit for discrimination that occurred more than

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180 days before the filing of this complaint?

**Are you requesting a waiver of the 180-day filing time limit for discrimination that occurred more than 180 days before the filing of this complaint?**

yes or no No

Reason for not filing complaint before 180 days: {Empty}

**8. What would you like the institution to do as a result of your complaint?**

What remedy are you seeking?

**9. Option to Participate in OCR's Early Mediation Process**

I am interested in participating in early mediation: Yes



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

915 2nd AVENUE, ROOM 3310  
SEATTLE, WA 98174-1009

REGION X

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OREGON  
WASHINGTON

February 12, 2024

**Via email only to:** [president@plu.edu](mailto:president@plu.edu)

Allan Belton

President

Pacific Lutheran University

Re: Pacific Lutheran University, OCR Reference Number 10242063

Dear President Belton:

The purpose of this letter is to notify you that the U.S. Department of Education, Office for Civil Rights (OCR) has received a complaint against Pacific Lutheran University. The Complainant alleges that the University discriminated against students on the basis of their national origin (shared Jewish ancestry) by failing to respond to incidents of harassment during the Fall 2023 term.

OCR has the authority to enforce Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d, et seq., and its implementing regulation, at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, and national origin, including shared ancestry, in programs or activities receiving federal financial assistance from the Department. As the University receives federal financial assistance from this Department, it is required to comply with Title VI.

OCR is opening for investigation the following issue:

Whether the University failed to respond to alleged harassment of students based on national origin (shared Jewish ancestry) in a manner consistent with the requirements of Title VI.

Opening this investigation in no way implies that OCR has made a determination with regard to its merit. During the investigation, OCR is a neutral fact-finder, collecting and analyzing relevant evidence from the Complainant, the University, and other sources, as appropriate. OCR will conduct its investigation in accordance with the provisions of Article III of OCR's [Case Processing Manual](#). OCR would also like to make you aware that individuals who file complaints with OCR may have the right to file a private suit in federal court whether or not OCR finds a violation.

The complaint may be resolved before the conclusion of an investigation when the university expresses an interest to OCR to resolve the complaint and OCR determines that it is appropriate to resolve the complaint because OCR's investigation has identified concerns that can be addressed through a resolution agreement. In such cases, OCR obtains a resolution agreement

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signed by the university. This agreement must be supported by the evidence obtained during the investigation, and it will be consistent with applicable statute(s) and regulation(s). Additional information about OCR's case processing procedures can be found at <https://www2.ed.gov/about/offices/list/ocr/complaints-how.html>.

As part of its investigation, OCR is requesting information from the University. The regulation implementing Title VI of the Civil Rights Act of 1964, at 34 C.F.R. § 100.6, requires that a recipient of federal financial assistance make available to OCR information that may be pertinent to reach a compliance determination.

In addition, in accordance with the regulation implementing the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, at 34 C.F.R. § 99.31(a)(3)(iii), and the Title VI regulation at 34 C.F.R. § 100.6(c), OCR may review personally identifiable records without regard to considerations of privacy or confidentiality. 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.

Please submit the following information by **February 26, 2024**:

1. The name, job title, and contact information of the University's point of contact for this matter.
2. The name(s) and title(s) of University staff responsible for investigating incidents of discrimination and harassment based on national origin, including shared ancestry, during the 2022-2023 and 2023-2024 academic years.
3. A copy of the University's notice of nondiscrimination. In addition, provide all existing internet links to any notice or policies of nondiscrimination referenced in response to this item. Please also provide an explanation of where and how such notices and policies are otherwise publicized or disseminated to students, faculty, staff, administrators, and others.
4. A copy of the University's policies and procedures, and/or a description of the University's practices and protocols, governing the investigation of complaints of harassment and/or discrimination on the basis of national origin, including shared ancestry. Include a detailed description of the complaint process, including each level of the process, the designated timeframes to complete each stage or level in the process, and the types of records maintained.
5. Copies of all documentation of any formal and informal reports/complaints, including records of oral reports/complaints, concerning alleged harassment and/or discrimination based on national origin discrimination, including shared ancestry, at the University and/or in any University program or activity during the 2022-2023 and 2023-2024 academic years.

6. For each complaint or report made regarding the Item #5 above, please provide:
  - a. the name(s) and title(s) of the individual(s) to whom the complaint/report was made, and the date of the complaint/report;
  - b. a detailed description of the complaint processing procedures employed to resolve the complaint/report;
  - c. the length of the process;
  - d. the name(s) and title(s) of the individual(s) involved in the handling of the complaint/report;
  - e. all actions the University took in response to the complaint/report;
  - f. the University's final determination regarding the complaint/report;
  - g. any corrective action taken; and
  - h. any notice of the findings provided to the complainant.
7. Copies of all documentation related to any complaints/reports identified in Item #5, including but not limited to correspondence, internal and external memoranda, investigative reports, witness statements, logs, forms, meeting minutes, personnel or student file documents, disciplinary documents, remedies provided, and notes generated for each complaint/report, if not provided in response to Item #5.
8. All other information the University believes will assist OCR in resolution of the issue OCR is opening for investigation, such as a narrative response to the issue opened for investigation.

To the extent that any responsive documents or information are published on the University's publicly accessible website, the response may consist of the exact web address where the relevant information is located. To the extent that other documents or information are available in digital format, please provide them digitally.

Please be advised that the University must not harass, coerce, intimidate, discriminate, or otherwise retaliate against an individual because that individual asserts a right or privilege under a law enforced by OCR or files a complaint, testifies, assists, or participates in a proceeding under a law enforced by OCR. 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 personally identifiable information that could reasonably be expected to constitute an unwarranted invasion of personal privacy if released, to the extent provided by law.

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If you have questions about OCR’s investigation, you may reach me at [isaac.conver@ed.gov](mailto:isaac.conver@ed.gov) or 202-987-1413.

Sincerely

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

Isaac Conver  
Attorney