



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

REGION IX
CALIFORNIA

50 UNITED NATIONS PLAZA
MAIL BOX 1200; ROOM 1545
SAN FRANCISCO, CA 94102

December 1, 2022

Adam Kissel
2308 Washington Street East
Charleston, West Virginia 25311

By email only to: adamkissel@gmail.com

Re: Stanford University
OCR Case no. 09-21-2136

Dear Mr. Kissel:

On February 22, 2021, the U.S. Department of Education, Office for Civil Rights (OCR), received your complaint against Stanford University (University). Your complaint alleges discrimination on the basis of sex. OCR currently understands your allegations to be that the University discriminates against men on the basis of sex, by operating or supporting the following programs, organizations, or scholarships:

1. The University's SAGE-S Summer Camp;
2. The Girls Teaching Girls to Code program;
3. Women in STEM operated by the Women's Community Center;
4. The McCormick Faculty Awards, McCormick Travel Funds, and McCormick Lectureship;
5. Smart Women Securities (SWS);
6. The Womxn's Coalition;
7. The Graduate School of Business (GSB) Women's Coffee Chats;
8. The GSB Women Faculty Networking Luncheons;
9. The Cap and Gown Scholarships including the
 - a. The Cap and Gown Centennial Scholarship Fund (KASOO)
 - b. The Cap and Gown Scholarship Fund (KASOP)
 - c. The Sandra Day O'Connor Cap and Gown Scholarship Fund (KAWBP)
 - d. The Margaret C. Barr Cap and Gown Scholarship Fund (KAVOG)

The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.

- e. The Rosamond Clarke Bacon Cap and Gown Scholarship (KAVNT)
 - f. The Betty Luhn Bailey Cap and Gown Scholarship (KAAGF)
 - g. Jean Galt Coblenz Cap and Gown Scholarship (KBCET)
 - h. The Mary Bailey Cranston and Susan Bailey Harnden Cap and Gown Scholarship Fund (KBCGU);
10. The SPWLA's Public Service Summer Fellowship.
 11. The Girls Code@Stanford;
 12. Seeds of Change program;
 13. The Stanford Society of Women Engineers (SWE) and its programs;
 14. Stanford Women in Technology (WIT);
 15. Stanford Women in Tech;
 16. The department of Radiation Oncology plan to create a program dedicated to facilitating networking events for women faculty and trainees;
 17. Stanford Medicine's MAVENS (Mentoring to AdvAnce WomEN in Science);
 18. The GME Women in Medicine Leadership Council (WIM);
 19. The Women of Color Collective (WOCC) in the Graduate School of Education;
 20. Womxn of Color in Engineering (WOCE);
 21. Stanford Womxn in Law;
 22. Stanford Women in Business (SWB);
 23. Womxn in Electrical Engineering;
 24. Women in Science and Engineering (WISE) and Women in Social Science and Humanities (WISSH);
 25. Mechanical Engineering Women's Group;
 26. Stanford Womxn in Design (SWID);
 27. Stanford Faculty Women's Forum
 28. The Roth all-female Greek house;

29. oSTEM – Out in Science, Technology, Engineering, & Mathematics;
30. The Graduate School of Business (GSB) High-Potential Women Leaders Program;
31. The GSB Women’s Circles;
32. The GSB Women in Management program;
33. The GSB Alumni program;
34. The GSB Early Career Women in Finance Conference;
35. The GSB women only scholarships through the Seed Transformation Program;
36. The GSB Executive Program in Women’s Leadership;
37. The Gabilan Funds including the Provost’s Discretionary Fund and the Undergraduate Engineering Diversity Program Fund;
38. The Faculty Incentive Fund;
39. Stanford Women in Math Mentoring (SWIMM);
40. Women in Mathematics, Statistics, and Computational Engineering (WiMSCE);
41. Physics Undergraduate Women and Gender Minorities at Stanford (PUWMAS);
42. Stanford Women in Politics;
43. The Women Leaders in Global Health Conference;
44. The Distinguished Women in Science Seminar (DWIS) Series;
45. The Diversity in Computer Music Scholarship;
46. The Women in Music and Gaming Scholarship; and
47. The Women in Computer Music Scholarship for Programming Max/MSP.

OCR is responsible for enforcing Title IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. §§ 1681-1688, and its implementing regulations, 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex under any education program or activity receiving Federal financial assistance. The University receives funds from the Department and is therefore subject to Title IX.

OCR is opening for investigation allegations 1 through 10 because OCR has determined that it has jurisdiction, that the allegations were timely filed, and that they are appropriate for investigation under the laws and regulations enforced by OCR. With regard to allegations 1 through 10, OCR is opening them as the following two legal issues:

1. Whether the University discriminates based on sex because the following programs exclude males from participation:
 - a. The University's SAGE-S Summer Camp;
 - b. The Girls Teaching Girls to Code program;
 - c. Women in STEM operated by the Women's Community Center;
 - d. The McCormick Lectureship;
 - e. Smart Women Securities (SWS);
 - f. The Womxn's Coalition;
 - g. The Graduate School of Business (GSB) Women's Coffee Chats; and
 - h. The GSB Women Faculty Networking Luncheons; and
2. Whether the University discriminates based on sex because the following scholarships or funding opportunities are exclusively for women or indicate a preference for women:
 - a. The McCormick Faculty Awards,
 - b. McCormick Travel Funds,
 - c. The Cap and Gown Scholarships including the
 - i. The Cap and Gown Centennial Scholarship Fund (KASOO)
 - ii. The Cap and Gown Scholarship Fund (KASOP)
 - iii. The Sandra Day O'Connor Cap and Gown Scholarship Fund (KAWBP)
 - iv. The Margaret C. Barr Cap and Gown Scholarship Fund (KAVOG)
 - v. The Rosamond Clarke Bacon Cap and Gown Scholarship (KAVNT)
 - vi. The Betty Luhn Bailey Cap and Gown Scholarship (KAAGF)
 - vii. Jean Galt Coblenz Cap and Gown Scholarship (KBCET)
 - viii. The Mary Bailey Cranston and Susan Bailey Harnden Cap and Gown Scholarship Fund (KBCGU); and
 - d. The SPWLA's Public Service Summer Fellowship.

OCR is dismissing allegations 11 through 47 for the reasons explained below.

With regard to allegations 11 through 47, to the extent you are alleging that the program discriminates because its name has the word “women,” it encourages participation by members of a particular sex, or its mission or focus is on topics related to a particular sex, this is not sufficient for OCR to infer a Title IX violation.

Additionally, with regard to allegations 11, 34, 46, and 47, a review of the University’s website indicates that these programs or organizations no longer exist. OCR will close or dismiss allegations when it obtains credible information indicating that the allegations are resolved, and there are no systemic allegations. For this reason, pursuant to OCR’s *Case Processing Manual* (CPM) Section 110(d), OCR is dismissing allegations 11, 34, 46, and 47.¹

With regard to allegations 12, 14 - 15, 17 - 20, 23 - 25, 27, 29 - 33, 35 – 36, and 38 – 45, a review of the information about these programs or organizations on the University’s website indicate that they do not exclude men from membership or participation. For this reason, OCR is dismissing these allegations pursuant to CPM Section 108(f) because the allegations on their face or as clarified, fail to state a violation of one of the laws or regulations OCR enforces.

With regard to allegations 13, 21, 22, 26, and 37, OCR is currently addressing the same allegations involving the University in an OCR complaint investigation. For this reason, OCR is dismissing these allegations in your complaint pursuant to CPM Section 110(j).

With regard to allegation 16, the information you provided indicates that the department of Radiation Oncology planned to create a program dedicated to facilitating networking events for women faculty and trainees. You have not provided information that such a program was ever created, and a review of the University’s website did not uncover such a program. For this reason, OCR is dismissing this allegation pursuant to CPM Section 110(n) because the allegation is unripe.

With regard to allegation 28, you alleged that the Roth was an all-female Greek house. The Roth housing facility is no longer an all-female facility and is now co-ed. For this reason, OCR is dismissing the allegation pursuant to CPM Section 110(d) because it has been resolved.

Please note that opening allegations 1 through 10 (reframed as issues 1 and 2) for investigation in no way implies that OCR has made a determination with regard to their merits. During the investigation, OCR is a neutral fact-finder, collecting and analyzing relevant evidence from the complainant, the recipient, and other sources, as appropriate. OCR will ensure that its investigation is legally sufficient and is dispositive of the allegations, in accordance with the provisions of Article III of OCR’s (CPM). A copy of OCR’s Case Processing Procedures is available at <https://www2.ed.gov/about/offices/list/ocr/docs/complaints-how.pdf>.

OCR may close this complaint prior to making formal findings of compliance or non-compliance, provided that the circumstances or information gathered establishes an administrative or other basis for resolution in accordance with the CPM. OCR also would like to

¹ OCR’s CPM (July 18, 2022) can be found at: www.ed.gov/ocr/docs/ocrcpm.pdf.

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.

Please be advised that the University must not harass, coerce, intimidate, discriminate, or otherwise retaliate against any 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 separate retaliation complaint with OCR.

You have a right to appeal OCR's dismissal of allegations 12, 14 - 15, 17 - 20, 23 - 25, 27, 29 - 33, 35 - 36, and 38 - 45, within 60 calendar days of the date indicated on this letter. An appeal can be filed electronically, by mail, or fax. You must either submit (1) a completed appeal form online at <https://ocrcas.ed.gov/content/ocr-electronic-appeals-form> or (2) a written statement of no more than 10 pages (double-spaced, if typed) by e-mail to OCR@ed.gov, by fax to 202-453-6012, or by mail to the Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue SW, Washington, D.C. 20202. The filing date on an appeal is the date the appeal is postmarked, submitted electronically, or submitted via fax. In the appeal, you must explain why you believe the factual information was incomplete or incorrect, the legal analysis was incorrect, or the appropriate legal standard was not applied, and how correction of any error(s) would result in the case being opened for investigation; failure to do so may result in dismissal of the appeal.

Under the Freedom of Information Act (FOIA), it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, OCR will seek to protect, to the extent provided by law, personally identifiable information that could reasonably be expected to constitute an unwarranted invasion of personal privacy if released.

If you have any questions about this letter, please call our office at 415-486-5404 or Anamaria.Loya@ed.gov.

Sincerely,



Anamaria Loya
Chief Regional Attorney