



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

July 10, 2026

Jenny Holt Teeter, Esq.
Gill Ragon Owen, P.A.
Sent via email to: [redacted content]

Re: Williams Baptist University
OCR Complaint Number 07262210

Dear Ms. Teeter:

The U.S. Department of Education, Office for Civil Rights (OCR), received a complaint against Williams Baptist University (University), alleging discrimination based on sex. Specifically, the complaint alleged the University did not make its Title IX training materials available on its website. This letter is to acknowledge that the University voluntarily entered into a Resolution Agreement (Agreement) resolving the complaint. This decision is explained below.

OCR enforces Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any program or activity receiving federal financial assistance. As a recipient of federal financial assistance from the U.S. Department of Education, the University is subject to Title IX, and to OCR's jurisdiction. Additional information about the laws OCR enforces is available on our [website](#).

In response to the complaint, OCR investigated whether the University makes all materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process publicly available on the University's website, as required by Title IX and 34 C.F.R. § 106.45(b)(10)(i)(D).

During the investigation, OCR reviewed documents provided by the Complainant and the University's website.

Legal Standard

The regulation implementing Title IX, at 34 C.F.R. § 106.44, provides that a recipient with actual knowledge of sexual harassment in an education program or activity of the recipient against a person in the United States must respond promptly in a manner that is not deliberately indifferent, and that a recipient's response to a formal complaint of sexual harassment must follow a grievance process consistent with the elements set forth in 34 C.F.R. § 106.45.

The regulation implementing Title IX provides, at 34 C.F.R. § 106.45(b)(10)(i)(D), that a recipient must publish on its website all materials used to train its Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

Summary of Preliminary Investigation

OCR reviewed the University's website and information provided by the Complainant. OCR could not find, nor could the University otherwise provide, evidence indicating that training materials were posted on the University's website prior to the complaint.

Analysis and Conclusion

OCR's investigation of the complaint raised concerns that the University has not made its Title IX training materials available on its website. Prior to the conclusion of OCR's investigation and pursuant to Section 302 of OCR's [Case Processing Manual](#), the University expressed an interest in resolving this complaint and OCR determined that a voluntary resolution is appropriate. Accordingly, the University signed the enclosed Agreement which, when fully implemented, will address the allegations raised in the complaint. OCR will monitor the University's implementation of the Agreement until the University has fulfilled its terms.

This concludes OCR's investigation of the complaint. When OCR determines the University has fully implemented the terms of the Agreement, OCR will close this complaint. If the University fails to carry out the Agreement, OCR may resume investigating the complaint. OCR will not close the monitoring of the Agreement until OCR determines that the University has demonstrated compliance with all the terms of the Agreement and is in compliance with Title IX, and its implementing regulations, which were at issue in this complaint.

This letter sets forth OCR's determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as OCR policy. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public. Individuals who file complaints with OCR may have the right to file a private suit in federal court regardless of whether OCR finds a violation.

The University may 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. Complaints alleging such retaliation may be filed 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, it 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.

If you have any questions, you may contact Helene J. Herauf, Attorney, at Helene.Herauf@ed.gov.

Sincerely,

/s/

Benjamin Carr
Supervisory Attorney

Enclosure