



**OCR is Sending a Message. Are You Getting It?
Let [ATIXA's Expert Consultants](#) Help You Today**

All across the country, politically-motivated individuals are filing Title IX complaints with OCR about single-sex programs, lopsided scholarship programs, STEM-incentive programs, and other approaches colleges and universities take to righting historic imbalances that have deprived women of opportunities. OCR has opened more than 50 investigations into such complaints since 2018. This OCR sees current discrimination in higher education's efforts to open opportunities to women who have historically been excluded from full participation in educational programs. Today, it's harder to sustain arguments for asymmetrical and single-sex programs, and this OCR has no sympathy for them. OCR has handed down decisions and resolution agreements that disband such programs and open access to all students. Many more such decisions are to come.

OCR is sending a message. Are you getting it? Perhaps you want to fight OCR's approach, philosophically? ATIXA appreciates that, but the reality is that they are coming, and they're going to force the changes that align with their political view of gender equity. If you want to hold out until OCR forces you to change, that's one approach. Perhaps your Title IX staff is large enough to sustain an OCR investigation(s) and stay on top of your caseload, but that's not the case for most institutions. Holding out on single-sex programs will cause us to underserve those who have made complaints to our offices for other forms of discrimination, in most cases. It's robbing Petra to pay Paulina, and it's not a sustainable model. But, it's also true that you'll be neglecting your current caseload if you take on a widespread program assessment. That's where consultants come in. We lighten your load and deepen your bench. We know what to look for, find it quickly, and make recommendations for you to implement changes.

The proactive approach is to [work with ATIXA's consultants](#) now, before OCR complaints are made, or investigations are launched. Any ATIXA member who has been through an OCR investigation will tell you they are a time-suck, and a substantial distraction from getting the Title IX job done. They also cost each institution more than \$200,000, on average. ATIXA suggests that you engage us today, to do a program assessment that will let you get out ahead of any easily-correctible gender-inequitable programs. Maybe there is good reason to keep single-sex programs in place, but there is also value to your office and its mission in avoiding an OCR investigation. Again, we can save you time and money if you invest an assessment now and make changes ahead of the next complaint to be filed.

Contact [Kate Halligan](#), Vice President for Client Relations at 610-579-3725 to learn more.

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