



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

230 SOUTH DEARBORN ST., 37<sup>TH</sup> FLOOR  
CHICAGO, IL 60604

REGION V  
ILLINOIS  
INDIANA  
IOWA  
MINNESOTA  
NORTH DAKOTA  
WISCONSIN

April 23, 2024

Ms. Caroline Moore  
Vice President  
Parents Defending Education

*Sent by email only:* [REDACTED]

Re: OCR Docket No. 05-24-1351

Dear Ms. Moore:

On February 26, 2024, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received the above-referenced complaint you filed against the Middleton-Cross Plains Area School District (District) alleging discrimination on the basis of race. Specifically, the complaint alleges that the District discriminated on the basis of race by hosting a “Witnessing Whiteness” affinity group for students and parents that restricts participation on the basis of race.

OCR enforces Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d, and its implementing regulation at 34 C.F.R. Part 100, which prohibits discrimination on the basis of race, color, or national origin in a program or activity operated by recipients of federal financial assistance. As a recipient of federal financial assistance from the Department, the District is subject to this law.

OCR will investigate the following issue:

- Whether the District excluded participants from a District program or activity on the basis of race in violation of Title VI, at 34 C.F.R. § 100.3.

Please understand that opening an investigation does not mean that OCR has made a decision about the complaint. During the investigation, OCR is neutral; OCR will collect and analyze the evidence it needs in order to make a decision about the complaint.

OCR offers, when appropriate, a mediation process to facilitate the voluntary resolution of complaints by providing an early opportunity for the parties involved to resolve the allegation. Some information about the mediation process is in the enclosure to this letter.

In addition, when appropriate, a complaint may be resolved before OCR completes its investigation if the recipient expresses an interest in resolving the complaint. In such cases, a resolution agreement signed by the recipient and submitted to OCR must address all the

allegations that OCR determines are appropriate to resolve before the conclusion of an investigation. Information about this is in the enclosure to this letter.

You may have a right to file a private suit in federal court whether or not OCR finds a violation.

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 complaint alleging such treatment.

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

We will communicate with you periodically regarding the status of your complaint. If you have any questions about this letter, please contact Shawn Peters, OCR Attorney, at [shawn.peters@ed.gov](mailto:shawn.peters@ed.gov).

Sincerely,



Dawn Matthias  
Team Leader

Enclosure