



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

CESAR E. CHAVEZ MEMORIAL BUILDING
1244 SPEER BOULEVARD, SUITE 310
DENVER, CO 80204-3582

REGION VIII

ARIZONA
COLORADO
NEW MEXICO
UTAH
WYOMING

September 17, 2024

Caroline Moore
Vice President, Parents Defending Education
Via email only to [REDACTED]

Re: OCR Complaint Number 08-24-1313 - Denver Public Schools

Dear Caroline Moore:

On February 20, 2024, the United States Department of Education (the Department), Office for Civil Rights (OCR) received your complaint against the Denver Public Schools (the District). You allege that the District discriminates on the basis of race in that it requires staff to participate in a pledge of Black excellence. In support of your complaint, you attached a document titled “DPS Belief in and Commitment to Black Excellence” and highlighted passages in it that you believe constitute unlawful discrimination:

- staff will engage in “ongoing learning and development of anti-racist mindsets;”
- staff will have “conversations about racism and white supremacy culture;”
- staff will learn “to confront racism and understand how we all contribute to and can break down the barriers of institutionalized racism;”
- staff should “listen to the voices of [the District’s] Black Students;” and
- the District will “engage in equity-based revisions to our core curricula.”

OCR enforces Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d *et seq.*, and its implementing regulations at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, and national origin by recipients of federal financial assistance from the Department. Because the District receives federal financial assistance from the Department, OCR has jurisdiction over the District pursuant to Title VI.

Section 108(f) of OCR’s [Case Processing Manual \(CPM\) \(July 18, 2022\)](#) states that OCR will dismiss a complaint when the allegation, on its face or as clarified, fails to state a violation of one of the laws or regulations OCR enforces.

Because your complaint does not allege that any person who participated in a District program or activity was treated differently, was excluded from participation in a District program or activity, or otherwise denied the benefits of any program or activity, your complaint on its face fails to state a violation of one of the laws or regulations OCR enforces. Accordingly, OCR is dismissing your complaint.

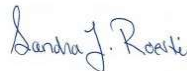
This letter sets forth OCR's determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public. Complainants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

Please be advised that the District 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 (FOIA), 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, 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, please contact Patrick Alexander, the OCR attorney assigned to this complaint, at 303-844-3473 or Patrick.Alexander@ed.gov.

Sincerely,

A handwritten signature in blue ink that reads "Sandra J. Roesti". The signature is written in a cursive, flowing style.

Sandra J. Roesti
Supervisory Attorney