

January 16, 2021

Atlanta Office
Office for Civil Rights
U.S. Department of Education
Via email: OCR.Atlanta@ed.gov with copy to OCR@ed.gov

Dear Atlanta Office of the ED Office for Civil Rights:

Please open a new Title IX investigation of the University of Central Florida (“UCF”), a university in Florida, due to its ongoing violations of Title IX’s prohibition against sex discrimination in education programs and activities as a condition of receiving Federal financial assistance.

1. UCF’s Science Leadership and Mentoring (“SLAM”) program is an ongoing discriminatory education program that “empowers girls [not boys] to be assertive, brave, confident, independent, inquisitive and proud leaders in STEM” (<https://wgst.cah.ucf.edu/slam/about/>; all URLs accessed Jan. 16, 2021). The program application webpage states that “All girls [not boys] entering 7th grade are encouraged to apply” (<https://wgst.cah.ucf.edu/slam/apply/>). SLAM is an after-school, curriculum-based mentoring program pairing one 7th grade girl (Little) with one UCF undergraduate woman student (Big)” (<https://wgst.cah.ucf.edu/slam/program-structure/>). UCF offers no equivalent program for 7th grade boys.

2. UCF’s Women’s Hospitality Leadership Forum is an ongoing biannual event that is clearly for women, not men, by virtue of its name and the description of the most recent (2019) version of the event, which notes that during the event, “the women [since there were not men] attended a breakout seminar of their choosing” (<https://hospitality.ucf.edu/2019/04/19/another-success-the-2019-womens-hospitality-leadership-forum/>). UCF offers no equivalent program for men.

3. UCF runs or advertises scholarships that are exclusive to women. Please note OCR’s January 14, 2020, “Questions and Answers” document: “Under Title IX, a recipient is prohibited from advertising or promoting (including by listing on the recipient’s website or by any other means) any scholarship, fellowship, or other form of financial assistance (“scholarship”) that discriminates on the basis of sex, even when the scholarship is administered by a third party, and not by or on behalf of the recipient,” citing 34 C.F.R. § 106.37(a)(2) (<https://www2.ed.gov/about/offices/list/ocr/docs/qa-single-sex-20210114.pdf>).

- a. With a deadline of March 1, 2021, UCF lists the “American Association of University Women/ Winter Park-Orlando Branch” scholarship, which “provides educational scholarships to women [not men].” (<https://wgst.cah.ucf.edu/resources/scholarships/>)
- b. UCF runs an annual, ongoing “Diaz-McAgy/Total Nutrition Technology Women in Science Scholarship,” for which an applicant must be a “full-time female [not male] student in the College of Sciences” (<https://sciences.ucf.edu/scholarships/diaz-mcagy-tnt-women-in-science/>).

4. UCF's Woman to Woman Conference is an ongoing annual event "for women [not men] farmworkers in the Apopka area" (<https://wgst.cah.ucf.edu/conferences/woman-to-woman-conference/>). UCF offers no such program to men farmworkers.

5. UCF's "Girls EXCELing in Math and Science" (GEMS) program is an ongoing exclusionary program stating that "The GEMS participants are EXCEL female [not male] students" (<https://excel.ucf.edu/programs/gems/>). EXCEL is a UCF program for male and female students, but UCF offers no equivalent programming for male EXCEL students.

6. UCF's ongoing "Women in Science and Engineering (WISE) Mentoring at UCF" program "is an industry professional-to-student mentoring program designed for women [not men]. UCF recruits sophomore to junior STEM female [not male] students to participate in a six month mentoring program" (<https://stem.ucf.edu/stem-programs-at-ucf/>).

Frequently Asked Questions

- **Please state any relationship to the university:** None (nor is any required to proceed).
- **Are you aware of any people who wanted/attempted access but were denied?** No (nor is any required for OCR to proceed).
- **Are you alleging that the language used on the university's website is discriminatory against men and/or boys?** In *Teamsters v. United States*, the U.S. Supreme Court noted that discrimination is not limited to direct signs that people will see (such as "women only") but can include "actual practices" such as how the opportunity is publicized and "recruitment techniques." I allege the programs violate Title IX and/or Title VI. This includes website language—and may include other things uncovered by an investigation.
- **Are you requesting a waiver of a time limit?** Some regular or annual events may not have been held in 2020 due to COVID-19 but are likely or expected to be held in 2021 or later years. For this reason, to the extent that may be required, *I request a waiver of time limits related to filing this complaint.*

Thank you for your attention to this matter. The university's address is 4000 Central Florida Blvd., Orlando, FL 32816.

Sincerely,

Adam Kissel

/s/

Adam Kissel

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[REDACTED]
[REDACTED]