



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS  
SOUTHERN DIVISION, DALLAS OFFICE  
*Arkansas, Louisiana, Mississippi, Oklahoma, Texas*  
1999 BRYAN STREET, SUITE 2600  
DALLAS, TEXAS 75201-6810  
214-880-2459  
214-880-3082 FAX

May 2, 2001

Ms. Erma C. Johnson Hadley,  
Vice Chancellor for Administration  
Tarrant County College District  
1500 Houston Street  
Fort Worth, Texas 76102

Dear Ms. Johnson Hadley:

Reference: #06-01-2010

The U. S. Department of Education, Office for Civil Rights (OCR), Southern Division, Dallas Office, is closing our investigation of the allegations relating to sexual harassment and retaliation in the above-referenced matter. On November 2, 2000, the above-referenced complaint was filed with OCR against the Tarrant County College District (TCCD). In her complaint, Debra Humbles (Student) alleged that the TCCD discriminated against her by responding inappropriately to her complaint of sexual harassment and by retaliating against her because she filed the sexual harassment complaint.

On April 20, 2001, OCR received information from the TCCD that the same complaint allegations have been filed with the Fort Worth Human Relations Commission (FWHRC). Because the same complaint allegations have also been filed with the FWHRC, OCR anticipates that the agency will provide the complainant with a comparable resolution process. It is our policy to inform her that she may refile with OCR within 60 days of the completion of the FWHRC action; however, should she choose to refile, OCR's consideration of such a complaint will not be a de novo review of the case.

The complainant also alleged that the TCCD discriminated on the basis of race when the white supervisor of the Student's work study program sent her and other black student workers downstairs to work with the black supervisor while white students remained upstairs with the white supervisor. OCR will proceed with our investigation of this allegation.

As we advised you in a letter, dated April 16, 2001, to proceed with our investigation of the racial discrimination allegation, OCR will require certain information. Pursuant to the regulation implementing Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. Sections 2000d et seq., and its implementing regulation, 34 C.F.R. Part 100, we are requesting that you provide the following information within 15 days from the date of this letter:

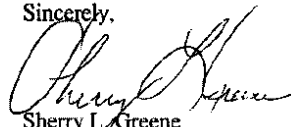
1. A statement describing the Student's work assignment through the work/study program, including a description of her job duties, the names of persons in her lines of authority, location of her work assignment, work schedule, and an explanation as to how, when, and by whom these specific elements of her employment were determined.
2. A list of all work/study students, by name, race, immediate supervisor, and work schedule, who were assigned to work at the Computer Lab and the Math Lab at the TCCD Northwest Campus during 1999-2000 school year. Please indicate whether these students are still enrolled in TCCD. Please also provide the most current address and phone number for these students.
3. Any additional information that you believe will be of assistance in resolving this matter.

The regulation implementing Title VI states that a recipient shall make available to OCR such information as is necessary to determine compliance with the regulations enforced by this agency. It may be necessary to request additional information or to conduct an on-site investigation. If so, we will notify you as soon as possible.

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.

I will be contacting you in the near future to discuss action that will be taken by OCR to initiate resolution of the complaint. If you have any questions or wish to discuss this case prior to my contact, you may reach me at (214) 880-4919.

Sincerely,



Sherry L. Greene  
Civil Rights Investigator  
Southern Division/Dallas