

National Aeronautics and Space Administration  
**Headquarters**  
Washington, DC 20546-0001



March 2, 2021

Reply to Attn of:

Office of Diversity and Equal Opportunity

Thomas C. Galligan Jr.  
Interim LSU President  
3810 West Lakeshore Drive  
Baton Rouge, LA 70808

Dear President Galligan:

The National Aeronautics and Space Administration (NASA) has completed its compliance review of Louisiana State University (LSU), a recipient of NASA financial assistance. The review was conducted pursuant to Title IX of the Education Amendments of 1972 (Title IX) and NASA's Title IX implementing regulations at Title 14 of the Code of Federal Regulations Part 1253, which prohibit discrimination on the basis of sex in educational programs receiving Federal financial assistance through NASA. The review was limited in scope to the University's compliance with basic Title IX procedural requirements as well as an assessment of LSU's efforts to ensure equal opportunity regardless of sex within the NASA-funded Department of Physics and Astronomy.

Based on an evaluation of the data provided by LSU and from interviews and observations during the onsite review, NASA finds LSU is not in compliance with its obligations under Title IX as stated below:

- The University fails to provide the Title IX Coordinator with the resources, including capacity and access to senior leadership, necessary to coordinate their institution's Title IX compliance; and
- The University has adopted and published inconsistent grievance procedures that fail to provide for prompt and equitable resolution of sexual harassment complaints.

NASA is providing LSU the opportunity to enter into a voluntary resolution agreement to come into compliance with Title IX requirements and correct the findings identified in the compliance review. If the University chooses to enter into this agreement, the University will be deemed to have done so voluntarily for the purpose of resolving the issues identified by NASA's compliance review, and the University's cooperation shall not be construed as an admission of liability, fault, or wrongdoing of any kind. This agreement is enclosed for your review and concurrence by March 15, 2021.

This agreement allows the University to take corrective actions to prevent and promptly and equitably address sex discrimination at LSU. Those corrective actions should be implemented in a timely manner and be designed to remedy the effects of such discrimination consistent with the requirements of Title IX. NASA will assess LSU's progress toward implementing corrective actions to address NASA's findings of noncompliance, beginning 90 days from the date of the compliance report until such time as NASA determines the University to be in compliance with the items designated in the agreement. Should LSU choose not to enter into this agreement or if NASA determines that the University has failed to address the findings of noncompliance identified in the compliance review, NASA may refer this matter to the U.S. Department of Justice for possible enforcement action.

To aid in your efforts and for additional civil rights technical assistance, LSU faculty, students, and staff may wish to visit our MissionSTEM Web site at <http://missionstem.nasa.gov/>. The MissionSTEM Web site is designed to assist NASA grant recipients in meeting their compliance obligations under equal opportunity laws and NASA's regulations. To this end, the site provides a host of information and resources on compliance requirements as well as promising practices of our grant recipients.

We appreciate LSU's cooperation in facilitating NASA's review prior to, during, and after the onsite visit. In particular, I would like to thank Ms. Jennie Stewart, Title IX Coordinator, as well as the faculty, staff, and students of LSU for their participation in the review.

Please be advised that, in the interest of transparency, ODEO posts NASA's Title IX compliance reports on the MissionSTEM Web site. The report and related records also may be requested through the Freedom of Information Act. However, the reports are written, to the extent possible, without revealing personal information that could result in an unwarranted invasion of privacy.

If you have any questions regarding this correspondence or the terms and conditions of the voluntary resolution agreement, please contact Mr. Richard N. Reback, Office of Diversity and Equal Opportunity, Director of the Equal Opportunity Programs Division at 202-358-2180, or [Richard.N.Reback@nasa.gov](mailto:Richard.N.Reback@nasa.gov).

Sincerely,

**Stephen Shih**  
Digitally signed by  
Stephen Shih  
Date: 2021.03.01  
19:12:54 -05'00'

Stephen T. Shih  
Associate Administrator  
for Diversity and Equal Opportunity

Enclosures

- 1) Title IX Compliance Report
- 2) Voluntary Resolution Agreement

cc:

Ms. Jennie Stewart, Title IX Coordinator

Dr. Jeffery Blackmon, Department Chair, Department of Physics and Astronomy