

National Aeronautics and Space Administration

Headquarters
Washington, DC 20546-001



August 25, 2016

Reply to Attn of: Office of Diversity and Equal Opportunity

Dr. Ana Mari Cauce
President
University of Washington
301 Gerberding Hall
Box 351230
Seattle, WA 98195

Dear Dr. Cauce:

The National Aeronautics and Space Administration (NASA) has completed its compliance review of the University of Washington (UW), a recipient of NASA financial assistance. This limited scope review focused on the Department of Atmospheric Sciences, and was conducted pursuant to Title IX of the Education Amendments of 1972 (Title IX) and NASA's Title IX implementing regulations at 14 C.F.R. Part 1253, which prohibit discrimination on the basis of sex in educational programs receiving Federal financial assistance through NASA. The review was conducted to determine whether the University of Washington is in compliance with NASA's Title IX regulations; specifically, to ensure that the Department of Atmospheric Sciences provides equal educational opportunity regardless of gender. Please find enclosed a copy of NASA's report of the compliance review and the NASA Title IX regulations.

Based on an evaluation of the information provided by the University and from onsite interviews and observations, NASA finds the University of Washington to be in compliance with the Title IX procedural requirements regarding coordination, grievance procedures, and self-evaluation. NASA also found that the Department of Atmospheric Sciences is in compliance with Title IX in that we did not find methods of administration that were having an adverse impact or otherwise limiting program participation based on gender.

However, the University should continue to enhance its coordination and self-evaluation efforts, and to review and revise certain aspects of its Title IX policies and procedures, as well as their dissemination, to address NASA's recommendations. For example, UW should ensure that Title IX grievance procedures are easily understood by all students and employees and written in a way that makes clear the applicability of Title IX to the University environment. UW should consider developing additional informational pieces for students, such as brochures and posters.

NASA observed a number of promising practices of both the University and the Department. NASA commends the University's Health and Wellness Web page on Sexual Harassment. This page provides information on the types of sexual harassment and how to get help if one has been sexually harassed. The page also explains that sexual harassment is a form of sex discrimination under Title

IX and provides links to the Title IX Compliance Support Program. In addition, the University's task force on sexual assault prevention made several positive changes regarding campus culture and availability of information. UW should continue this work by embedding the initiatives of the task force in the Title IX Compliance Support Program and other campus programs, such as Health and Wellness.

The University was extremely helpful in facilitating NASA's review prior to, during, and after the onsite visit. NASA wishes to thank Ms. Amanda Paye, presently the University's Deputy Title IX/ADA Coordinator, and compliance officials working with Ms. Paye, as well as the faculty, staff, and students of the Atmospheric Sciences program for their participation in the review. We would also like to thank Ms. Melissa Pritchard, Student Services Specialist, Department of Atmospheric Sciences, for her assistance in coordinating our onsite review.

The recommendations in NASA's compliance review report are designed to assist the University of Washington and the Department of Atmospheric Sciences in furthering their efforts to ensure equal educational opportunity regardless of gender. NASA will contact the University one year after the issuance of this letter and our compliance report to learn about the progress made toward addressing our recommendations. For additional civil rights technical assistance, visit our MissionSTEM website, designed to assist NASA grant recipients in meeting their compliance obligations under NASA's equal opportunity laws and regulations (<http://missionstem.nasa.gov/>). The site provides information and resources on compliance requirements as well as promising practices of our grant recipients.

Please be advised that, in the interest of transparency, ODEO may post Title IX compliance reports on our public website. 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, please contact Dr. Rebecca Kraus on 202-358-2303 or rebecca.s.kraus@nasa.gov.

Sincerely,



Brenda R. Manuel
Associate Administrator for
Diversity and Equal Opportunity

Enclosures

cc:

Ms. Kate Leonard, Title IX/ADA Coordinator
Ms. Amanda Paye, Deputy Title IX/ADA Coordinator
Dr. Gregory J. Hakim, Chair, Department of Atmospheric Sciences