DEPARTMENT OF EDUCATION

Racial Incidents and Harassment
Against Students at Educational
Institutions; Investigative Guidance

ACTION: Notice of investigative guidance.

SUMMARY: The Assistant Secretary for
Civil Rights announces investigative
guidance, under title VI of the Civil
Rights Act of 1964, that has been
provided to the Office for Civil Rights
(OCR) Regional Directors on the
procedures and analysis that OCR staff
will follow when investigating issues of
racial incidents and harassment against
students at educational institutions. The
investigative guidance incorporates and
applies existing legal standards and
clarifies OCR’s investigative approach in
cases involving racial incidents and
harassment.

EFFECTIVE DATE: March 10, 1994.

FOR FURTHER INFORMATION CONTACT:
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SUPPLEMENTARY INFORMATION: Title VI of
the Civil Rights Act of 1964 (title VI), 42
U.S.C. 2000d et seq., prohibits
discrimination on the basis of race,
color, or national origin in any program
or activity receiving Federal financial
assistance. The Department of
Education (Department) has
promulgated regulations in 34 CFR part
100 to effectuate the provisions of title
VI with regard to programs and
activities receiving funding from the
Department. The regulations in 34 CFR
100.7(c) provide that OCR will
investigate whenever a compliance
review, report, complaint, or any other
information indicates a possible failure
to comply with title VI and the
Department’s implementing regulations.
The Department has interpreted title VI
as prohibiting racial harassment.

The existence of racial incidents and
harassment on the basis of race, color,
or national origin against students is
disturbing and of major concern to the
Department. Racial harassment denies
students the right to an education free
of discrimination. To enable OCR to
investigate those incidents more
effectively and efficiently, a
memorandum of investigative guidance
has been distributed to OCR staff. The
substance of this memorandum and the
accompanying legal compendium are
being published today with this notice
to apprise recipients and students of the
legal standards, rights, and
responsibilities under title VI with
regard to this issue.

The guidance outlines the procedures
and analysis that OCR will follow when
investigating possible violations of title
VI based upon racial incidents and
harassment. The guidance relies upon
current legal standards.

Norma V. Cantu,
Assistant Secretary for Civil Rights.

Investigative Guidance on Racial
Incidents and Harassment Against
Students

This notice discusses the investigative
approach and analysis that the Office for
Civil Rights (OCR) staff will follow
when investigating issues of
discrimination against students based
on alleged racial incidents—including
incidents involving allegations of
harassment on the basis of race—that
occur at educational institutions. 1 This
guidance is supplemented by a
comprehensive compendium of legal
resources for detailed legal citations and
examples.

Under title VI of the Civil Rights Act
of 1964 (title VI) and its implementing
regulations, no individual may be
excluded from participation in, be
denied the benefits of, or otherwise be
subjected to discrimination on the
ground of race, color, or national origin
under any program or activity that
receives Federal funds. Racially based
crack that has such an effect and that
consists of different treatment of
students on the basis of race by
recipients’ agents or employees, acting
within the scope of their official duties,
vilifies title VI. In addition, the
existence of a racially hostile
environment that is created,
encouraged, accepted, tolerated or left
uncorrected by a recipient also
constitutes different treatment on the
basis of race in violation of title VI.
These forms of race discrimination are
discussed further below. 2

1 This investigative guidance is directed at
conduct that constitutes race discrimination under
Title VI of the Civil Rights Act of 1964, 42 U.S.C.
2000d et seq. (title VI), and its implementing
regulations at 34 CFR part 100, and not at the
content of speech. In cases in which verbal
statements or other forms of expression are
involved, consideration will be given to any
implications of the First Amendment to the United
States Constitution. In such cases, regional staff will
consult with headquarters.

2 For the sake of simplicity and clarity, the term
“race” shall be used throughout this guidance to refer
to all forms of discrimination prohibited by
Title VI—i.e., race, color, and national origin.

Jurisdiction

In all cases, OCR must first decide
whether it has jurisdiction over claims
involving racial incidents or
harassment. Under the Civil Rights
Restoration Act of 1987, 3 OCR generally
has institution-wide jurisdiction over a
recipient of Federal funds.

If an institution receives Federal
funds, title VI requirements apply to all
of the academic, athletic, and
extracurricular programs of the
institution, whether conducted in
facilities of the recipient or elsewhere.
Title VI covers all of the uses of
property that the recipient owns and all
of the activities that the recipient
sponsors. Title VI covers all of these
operations, whether the individuals
involved in a given activity are students,
faculty, employees, or other participants
or outsiders.

Standard Different Treatment by Agents
or Employees

As with other types of discrimination
claims, OCR will first apply a standard
different treatment analysis to
allegations involving racial incidents
perpetrated by representatives of
recipients. Under this analysis, a
recipient violates title VI if one of its
agents or employees, acting within the
scope of his or her official duties, has
treated a student differently on the basis
of race, color, or national origin in the
course of an educational program or
activity without a legitimate,
nondiscriminatory reason so as to
interfere with or limit the ability of the
student to participate in or benefit from
the services, activities or privileges
provided by the recipient. 4 In applying
this standard, OCR will address the
following questions—

(1) Did an official or representative
(agent or employee) of a recipient treat
someone differently in a way that
interfered with or limited the ability of
a student to participate in or benefit
from a program or activity of the
recipient?

(2) Did the different treatment occur
in the course of authorized or assigned
duties or responsibilities of the agent or
employee? 5

VI).

4 Note that such incidents can constitute
violations of title VI even if they do not constitute
“harassment,” so long as they do constitute direct
different treatment by agents or employees, as
defined in this section, that interferes with or limits
the ability of a student to participate in or benefit
from the recipient’s programs or activities.

5 As used throughout this investigative guidance,
the determination as to whether an agent or
employee of a recipient is acting within the scope
(3) Was the different treatment based
on race, color, or national origin?
(4) Did the context or circumstances of
the incident provide a legitimate,
nondiscriminatory, non pretextual basis
for the different treatment?

Where, based on the evidence
obtained in the investigation, questions
1–3 are answered “yes” and question 4
is answered “no,” OCR will conclude
that there was discrimination in
violation of title VI under this standard
different treatment analysis. If questions
1, 2 or 3 are answered “no,” or if
questions 1 through 4 are answered
“yes,” OCR will find no violation under
this theory. If warranted by the nature
and scope of the allegations or evidence,
OCR will proceed to determine whether
the agent’s or employee’s actions
established or contributed to a racially
hostile environment as described below.
OCR also will conduct a “hostile
environment” analysis where actions by
individuals other than agents or
employees are involved.

Hostile Environment Analysis

A violation of title VI may also be
found if a recipient has created or is
responsible for a racially hostile
environment—i.e., harassing conduct
(e.g., physical, verbal, graphic, or
written) that is sufficiently severe,
pervasive or persistent so as to interfere
with or limit the ability of an individual
to participate in or benefit from the
services, activities or privileges
provided by a recipient. A recipient has
subjected an individual to different
treatment on the basis of race if it has
effectively caused, encouraged,
accepted, tolerated or failed to correct a
racially hostile environment of which it
has actual or constructive notice (as
discussed below).

Under this analysis, an alleged
harasser need not be an agent or
employee of the recipient, because this
theory of liability under title VI is
premised on a recipient’s general duty
to provide a nondiscriminatory
educational environment.

To establish a violation of title VI
under the hostile environment theory,
OCR must find that: (1) A racially
hostile environment existed; (2) the
recipient had actual or constructive
notice of the racially hostile
environment; and (3) the recipient failed
to respond adequately to redress the
racially hostile environment. Whether
conduct constitutes a hostile
environment must be determined from
the totality of the circumstances, with
particular attention paid to the factors
discussed below.

Severe, Pervasive or Persistent Standard

To determine whether a racially
hostile environment exists, it must be
determined if the racial harassment is
severe, pervasive or persistent. OCR will
examine the context, nature, scope,
frequency, duration, and location of
racial incidents, as well as the identity,
number, and relationships of the
persons involved. The harassment must
be more than casual or isolated racial incidents to
establish a title VI violation. Generally,
the severity of the incidents needed to
establish a racially hostile environment
under title VI varies inversely with their
pervasiveness or persistence.

First of all, when OCR evaluates the
severity of racial harassment, the unique
setting and mission of an educational
institutions must be taken into account.
An educational institution has a duty to
provide a nondiscriminatory
environment that is conducive to
learning. In addition to the curriculum,
students learn about many different
aspects of human life and interaction
from school. The type of environment
that is tolerated or encouraged by or at
a school can therefore send a particularly strong signal to, and serve as an influential model for more than
students.

This is especially true for younger,
less mature children, who are generally
more impressionable than older
students or adults. Thus, an incident
that might not be considered extremely
harmful to an older student might
nevertheless be found severe and
harmful to a younger student. For
example, verbal harassment of a young
child by fellow students that is tolerated
or condoned in an institution by adult
authority figures is likely to have a far
greater impact than similar behavior
would have on an adult. Particularly for
young children in their formative years
of development, therefore, the severe,
pervasive or persistent standard must be
understood in light of the age and
impressibility of the students
involved and with the special nature
and purposes of the educational setting
In mind.

As with other forms of harassment,
OCR must take into account the relevant
personal characteristics and
circumstances of the victim—especially
the victim’s race and age—when
evaluating the severity of racial
incidents at an educational institution.
If OCR determines that the harassment
was sufficiently severe that it would
have adversely affected the enjoyment
of some aspect of the recipient’s
educational program by a reasonable
person, of the same age and race as the
victim, under similar circumstances,
OCR will find that a hostile
environment existed. The perspective of
a person of the same race as the victim
is necessary because race is the
immutable characteristic upon which
the harassment is based. The reasonable
person standard as applied to a child
must incorporate the age, intelligence
and experience of a person under like
circumstances to take into account the
developmental differences in maturity
and perception due to age.

To determine whether the nature of
the incidents must also be considered.
Evidence may reflect whether the
conduct was verbal or physical and the
extent of hostility characteristic of the
incident. In some cases, a racially
hostile environment requiring
appropriate responsive action may
result from a single incident that is
sufficiently severe. Such incidents may
include, for example, injury to persons
or property or conduct threatening
injury to persons or property.

The size of the recipient and the
location of the incidents also will be
important. Less severe or fewer
incidents may more readily create racial
hostility in a smaller environment, such
as an elementary school, than in a larger
environment, such as a college campus.
The effect of a racial incident in the
private and personal life of an
individual’s dormitory room may differ
from the effect of the same incident in
a student center or dormitory lounge.

The identity, number, and
relationships of the individuals
involved will also be considered on a
case-by-case basis. For example, racially
based conduct by a teacher, even an
"off-duty" teacher, may have a greater
impact on a student than the same
conduct by a school maintenance
worker or another student. The effect
can be greater if perpetrated by a
group of students rather than by an
individual student.

In determining whether a hostile
environment exists, OCR investigators
will also be alert to the possible
existence at the recipient institution of
racial incidents other than those alleged
in the complaint and will obtain
evidence about them to determine
whether they contributed to a racially
hostile environment or corroborate the
allegations.

Finally, racial acts need not be
targeted at the complainant in order to
create a racially hostile environment.
The acts may be directed at anyone. The
harassment need not be based on the
ground of the victim’s or complainant’s
race, so long as it is racially motivated.
made a proper inquiry, and if the recipient should have made such an inquiry, knowledge of the harassment will be imputed to the recipient. A recipient also may be charged with constructive notice for an incident if it has notice of some, but not all, of the incidents involved in a particular complaint.

In some cases, the perversiveness, persistence, or severity of the racial harassment may be enough to infer that the recipient had notice of the hostile environment (e.g., a racially motivated assault on a group of students). A finding that a recipient had constructive notice of a hostile environment meets the notice requirement of the analysis.

If the alleged harasser is an agent or employee of a recipient, acting within the scope of his or her official duties (i.e., such that the individual has actual or apparent authority over the students involved), then the individual will be considered to be acting in an agency capacity and the recipient will be deemed to have constructive notice of the harassment. If the recipient does not have a policy that prohibits the conduct of racial harassment, or does not have an accessible procedure by which victims of harassment can make their complaints known to appropriate officials, agency capacity—and thus constructive notice—is established.

The existence of both a policy and grievance procedure applicable to racial harassment (depending upon their scope, accessibility, and clarity, and upon the acts of harassment) is relevant in the determination of agency capacity. A policy or grievance procedure applicable to harassment must be clear in the types of conduct prohibited in order for students to know and understand their rights and responsibilities. As discussed above, in the education context, the person from whose perspective the apparent authority of an agent or employee of a recipient must be evaluated is a reasonable student of the same age, intelligence and experience as the alleged victim of the harassment.

Finally, in order to find that the recipient had a duty to respond to notice of a racially hostile environment, OCR must examine the facts and circumstances to establish that the recipient knew or should have known that the conduct was of a racial nature or had sufficient information to conclude that it may have been racially based. OCR will consider whether the incident involved explicitly racial conduct or whether the circumstances indicate that, through symbols or other persuasive factors, the recipient should have recognized that the conduct was in fact, or was reasonably likely to have been, racial (e.g., the hanging of nooses, random violence against minorities, etc.).

Recipient's Response

Once a recipient has notice of a racially hostile environment, the recipient has a legal duty to take reasonable steps to eliminate it. Thus, if OCR finds that the recipient took responsive action, OCR will evaluate the appropriateness of the responsive action by examining reasonableness, timeliness, and effectiveness. The appropriate response to a racially hostile environment must be tailored to redress fully the specific problems experienced at the institution as a result of the harassment. In addition, the responsive action must be reasonably calculated to prevent recurrence and ensure that participants are not restricted in their participation or benefits as a result of a racially hostile environment created by students or nonsupervisory personnel.

In evaluating a recipient's response to a racially hostile environment, OCR will examine disciplinary policies, grievance policies, and any applicable anti-harassment policies. OCR also will determine whether the responsive action was consistent with any established institutional policies or with responsive actions taken with respect to similar incidents.

Examples of possible elements of appropriate responsive action include imposition of disciplinary measures, development and dissemination of a policy prohibiting racial harassment, provision of grievance or complaint procedures, implementation of racial awareness training, and provision of counseling for the victims of racial harassment.

Conclusion

OCR will investigate allegations of racial incidents where the incidents fall within its jurisdiction. Based on the facts and circumstances of each case, OCR will use either or both the standard different treatment analysis and the hostile environment analysis to determine whether Title VI has been violated.

4 Of course, a recipient can and should investigate and respond to individual racial incidents if and as they arise—regardless of whether any particular incident is severe enough by itself to establish a racially hostile environment under Title VI. By doing so in a timely and thorough manner, the recipient might prevent the development of a racially hostile environment.

5 Of course, OCR cannot endorse or prescribe speech or conduct codes or other campus policies to the extent that they violate the First Amendment to the United States Constitution.
If OCR determines that an agent or employee, acting within the scope of his or her employment, treated someone differently on the basis of race, color, or national origin without a legitimate, nondiscriminatory reason for the treatment (i.e., direct different treatment), then OCR will conclude that Title VI was violated. If OCR determines that a racially hostile environment exists at a recipient, the recipient had notice of it, and the recipient failed to take adequate action in response to the hostile environment, OCR will also find a violation. If OCR determines that a hostile environment was not established, or that a hostile environment was established but that the recipient either (1) did not have notice of it; or (2) had notice of it and took adequate action in response, OCR will find no violation.

Appendix—Racial Incidents and Harassment Against Students—

Compendium of Legal Resources

This compendium provides an outline summarizing key legal resources (including statutes, regulations, cases, and letters of findings) to serve as a reference for the Office for Civil Rights (OCR) staff in investigating possible discrimination against students based on racial incidents—including incidents involving allegations of harassment on the basis of race—that occur at educational institutions. It is intended to be used in conjunction with the investigative guidance on racial incidents and harassment, and follows the same general outline as that guidance.1

The investigation and analysis of cases under title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, (title VI) relies, to some extent, on case law developed under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e, which prohibits discrimination on the basis of race, color, national origin, sex, and religion in employment.2 See Dillon

1 The investigation guidance is directed at conduct that constitutes race discrimination under Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq., (Title VII), and not at the content of speech. In cases in which verbal statements or other forms of expression are involved, consideration will be given to any implication of the First Amendment to the United States Constitution. In such cases, regional staff will consult with headquarters.

2 The term "race" shall be used throughout this compendium to refer to all forms of discrimination prohibited by Title VI—i.e., race, color, and national origin.

3 Note that in addition to racial incidents/harassment cases, many sexual harassment cases are cited throughout this compendium—because the legal standards and theories applicable to these two different types of discrimination are similar. See Drinker v. Union Carbide Corp., 505 F.2d 853, 859-60 (3d Cir. 1974) (both racial and sexual

County District No. 1 and South Carolina State Department of Education, No. 84-VI-16 (Civil Rights Reviewing Auth. 1987); United States v. LULAC, 793 F.2d 636, 648-49 (5th Cir. 1986); Georgia State Conference of Branches of NAACP v. Georgia, 775 F.2d 1403, 1417 (11th Cir. 1985); and NAACP v. Medical Center, Inc., 657 F.2d 1322 (3d Cir. 1981). See also, generally, EEOC Revised Enforcement Guidance on Recent Developments in Disparate Treatment Theory, No. N-915.002 (July 14, 1992).3

I. Jurisdiction

OCR must first decide whether it has jurisdiction over a claim involving racial incidents or harassment. OCR has jurisdiction if the complaint alleges that the racially based conduct occurred in the context of an operation of an elementary, secondary, or postsecondary school or institution, or other entity that is a recipient of Federal funds.

A. Title VI Prohibits Race Discrimination in Federally Funded Programs and Activities

Title VI prohibits race discrimination in programs and activities that receive Federal financial assistance. See also 34 CFR part 100 (regulations effectuating provisions of title VI).

B. OCR Has Institution-Wide Jurisdiction

Under the Civil Rights Restoration Act of 1984,4 OCR generally has institution-wide jurisdiction over a recipient of Federal funds.5

C. Allegation Must Refer to an "Operation" of Recipient


D. Specific Discriminatory Actions Prohibited

The regulations implementing Title VI include provisions prohibiting discrimination based on race in terms of:

1. Services: Provision of services or other benefits. 34 CFR 100.3(b)(1)(iii).

2. Privileges: Restriction of an individual’s enjoyment of an advantage or privilege enjoyed by others. 34 CFR 100.3(b)(1)(iv).

3. Participation: Opportunities to participate. 34 CFR 100.3(b)(1)(vi).

The regulations also include a general catchall provision prohibiting race discrimination. See 34 CFR 100.3(b)(5).

II. Standard Different Treatment by Agents or Employees

As with other claims of race discrimination under Title VI, OCR should first apply a standard different (disparate) treatment analysis to allegations involving racial incidents perpetrated by representatives of recipients. In doing so, OCR must determine whether the recipient was treated differently than other students on the basis of race without a legitimate, nondiscriminatory, nonpretextual reason.

The basic elements of a different treatment case were set out by the U.S. Supreme Court in McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973) (focusing on indirect evidence of such treatment), a Title VII employment case. See also United States Postal Service Board of Governors v. Aikens, 460 U.S. 711 (1983); Texas Department of Community Affairs v. Burdine, 450 U.S. 248 (1981).

A. Prima Facie Case

1. Identify the racial group to which the complainant belongs for purposes of differential treatment analysis.

2. Determine whether the recipient was treated differently than similarly situated members of other racial groups with regard to a service, benefit, privilege, etc. from the recipient. See, e.g., University of Pittsburgh, OCR Case No. 03-03-2035 (campus police treated black students more severely than white students); Roosevelt Warm Springs Institute for Rehabilitation, OCR Case No. 94-89-3003 (similar).

B. Rebuttal of Prima Facie Case by Showing Legitimate, Nondiscriminatory Reason for Treatment

After a prima facie case of race discrimination has been established against the recipient, OCR must then determine whether the recipient had a legitimate, nondiscriminatory reason for its action(s) which would rebut the prima facie case against it.

C. Recipient’s Rebuttal Overcome With Showing of Pretext

If the prima facie case of discrimination is rebutted, OCR must
next determine whether the recipient’s asserted reason for its action(s) is a mere pretext for discrimination. Ultimately, however, the weight of the evidence must convince OCR that actual discrimination occurred. See St. Mary’s Honor Center v. Hicks, 113 S.Ct. 2742 (1993) (under title VII disparate treatment analysis, ultimate burden of persuasion regarding intentional discrimination remains at all times with plaintiff).

III. Hostile Environment Analysis

A violation of Title VII may be found if racial harassment is severe, pervasive, or persistent so as to constitute a hostile or abusive educational environment. See Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986) (sets similar standard for sexual harassment under title VII).

i) (relaying on Rogers v. EEOC, 454 F.2d 234, 238 [5th Cir. 1971]) (race discrimination can consist of an “environment heavily charged with ethnic or racial discrimination”), cert. denied, 466 U.S. 957 (1972); Harris v. Forklift Systems, Inc., 114 S.Ct. 367 (1993) (reiterating Meritor standard).

ii) Accord, Hicks v. Gates Rubber Co., 833 F.2d 1406, 1412 (10th Cir. 1987);Snell v. Suffolk County, 782 F.2d 1094, 1102 (2d Cir. 1986);Gray v. Greyhound Lines, East, 545 F.2d 168, 175 (D.C. Cir. 1976) (noting with approval that EEOC has consistently held that title VII gives employee right to “a working environment free of racial intimidation”). See also, e.g., Defiance College, OCR Case No. 09-50-2004 (violation where college was aware of “repeated” and “patently offensive” verbal and physical racial harassment committed by students).

Whether conduct constitutes a hostile environment must be determined from the totality of the circumstances. See Harris v. Forklift Systems, Inc., 114 S.Ct. 367 (1993) (under title VII, factors to consider may include frequency and severity of discriminatory conduct, whether it is physically threatening or humiliating or merely offensive, and whether it interferes with work performance; psychological harm is not required but may be taken into account like any other relevant factor); Johnson v. Bunny Bread, 646 F.2d 1250, 1257 (6th Cir. 1981) [court examined nature, frequency, and content of racial harassment, as well as identities of perpetrators and victims]. See also Snell, 782 F.2d at 1103 [citing Henson v. City of Dundee, 692 F.2d 897, 904 (11th Cir. 1982)] (same standard for sexual harassment).

1. Pervasive or Persistent

Where the harassment is not sufficiently severe, it must consist of more than casual or isolated racial incidents to create a racially hostile environment. Compare Trenton Junior College, OCR Case No. 07-87-6006 (title VI violated where college failed to provide adequate security for black basketball players who were subjected to a break-in, cross-burning, and placement of raccoon skins at their campus residences) with University of California, Santa Cruz, OCR Case No. 09-91-6002 (no finding of racial harassment where OCR found only isolated individual incidents over three-year period). See also, e.g., Snell, 782 F.2d at 1103 (“To establish a hostile atmosphere, * * * plaintiffs must prove more than a few isolated incidents of racial enmity * * * . Casual comments, or accidental or sporadic conversation, will not trigger equitable relief”); Gates Rubber Co., 833 F.2d 1406; Powell v. Missouri State Highway and Transportation Department, 822 F.2d 798 (8th Cir. 1986); Moylan v. Maris County, 792 F.2d 746 (8th Cir. 1986); Henson, 692 F.2d at 904 (quoting Rogers, 454 F.2d at 235).

OCR and Federal courts have found a hostile environment where there was a pattern or practice of harassment, or where the harassment was sustained and nontrivial. See, e.g., Wapato School District No. 207, OCR Case No. 10-82-1039 (Title VI violated where teacher repeatedly treated minority students in racially derogatory manner). Compare Walker v. Ford Motor Co., 684 F.2d 1355 (11th Cir. 1982) (hostile environment where use of derogatory term was “repeated, continuous, and prolonged”) with Gilbert v. City of Little Rock, 722 F.2d 1390 (8th Cir. 1983) (hostile environment not created by isolated and allegedly unrelated racial slurs), cert. denied, 466 U.S. 972 (1984).

2. Severe

The severity of individual incidents must also be considered. See, e.g., Vance v. Southern Bell Telephone and Telegraph Co., 863 F.2d 1503, 1510–11 (11th Cir. 1989) [determination whether conduct is “severe and pervasive” does not turn solely on number of incidents; fact-finder must examine gravity as well as frequency] (decided under 42 U.S.C. 1981); Carrero v. New York City Housing Authority, 890 F.2d 569, 578 (2d Cir. 1989) (“It is not how long the * * * obnoxious course of conduct lasts. The offensiveness of the individual actions on the average occasion determines the ultimate issue.”). Generally, the severity of the incidents needed to establish a racially hostile environment varies inversely with their pervasiveness or persistence. See EEOC: Policy Guidance on Current Issues of Sexual Harassment, No. N–915.650 (Mar. 19, 1990) ("the more severe the harassment, the less need to show a repetitive series of incidents").

a. Special mission or duties of educational institutions. The unique setting and mission of an educational institution must be taken into account when OCR evaluates the severity of racial harassment under title VI. School officials have a duty to provide a nondiscriminatory environment conducive to learning. See generally 29 CFR part 100 (regulations prohibiting any form of race discrimination which interferes with educational programs or activities under title VI).

b. Characteristics and circumstances of victim—especially race and age. OCR must take into account the characteristics and circumstances of the victim on a case-by-case basis—particularly the victim’s race and age—when evaluating the severity of racial incidents at an educational institution. See Harris v. International Paper Co., 765 F. Supp. 1509, 1515–16 [D. Me. 1991] (the appropriate standard to apply in a “hostile environment racial harassment case is that of a ‘reasonable black person’”). See also, e.g., Ellison v. Brady, 924 F.2d 872 (9th Cir. 1991) (discussing differences in perspectives of men and women toward sexual harassment, and need to examine harassment from perspective of reasonable victim with characteristic upon which harassment was based).

The reasonable person standard as applied to children is “that of a reasonable person of like age, intelligence, and experience under like circumstances.” Restatement (2d), Torts, Section 283A (1965) [Comment b: “The special standard to be applied in the case of children arises out of the public interest in their welfare and protection * * *.”]. See also, e.g., Honeycutt v. City of Wichita, 247 Kan. 250, 796 P.2d 549 (Kan. 1990) (adopting Restatement standard); Standard v. Shine, 278 S.C. 337, 295 S.E.2d 786 (S.C. 1982) [same]; Camerlinck v. Thomas, 209 Neb. 843, 312 N.W.2d 260 (Neb. 1981) [same].

c. Nature of incident. The nature of the incident[s] should also be considered. See, e.g., Vance v. Southern Bell Telephone and Telegraph Co., 863 F.2d at 1506–10 (hostile environment created where noose was hung twice at employee’s workstation); Waits v. New York City Police Department, 724 F.

d. Size of recipient and location of incidents. The size of the recipient and the location of the incidents also may be important.

e. Identification of individuals involved. The identity, number, and relationships of the individuals involved will also be considered on a case-by-case basis. See, e.g., Wapato School District No. 207, OCR Case No. 10-82-1039 (racial harassment of students by teacher was particularly obnoxious).

f. Other incidents at the recipient. OCR will also consider other racial incidents at the institution. See, e.g., Midwest City-Del City Public Schools, OCR Case No. 06-92-1012 (finding of racially hostile environment based in part on several racial incidents at school which occurred shortly before incidents in complaint).

g. Harassment need not be directed specifically at complainant or tangibly harm complainant or victim. The regulations implementing Title VI provide that a complaint may be filed by "[a]ny person who believes himself or any specific class of individuals to be subjected to discrimination prohibited by this part." 42 CFR 100.7(b). Thus, in hostile environment cases, the harassment need not be targeted specifically at the individual complainant. See Walzman v. International Paper Co., 875 F.2d 468, 477 (5th Cir. 1989) (all sexual graffiti in office, not just that directed at plaintiff, was relevant to plaintiff's claim); Hall v. Gus Construction Co., 842 F.2d 1010, 1015 (8th Cir. 1988) (evidence of sexual harassment directed at others is relevant to show hostile environment); Gates Rubber Co., 833 F.2d at 1415 ("one of the critical inquiries in a hostile environment claim must be the environment" as a whole) (emphasis in original); Walker v. Ford Motor Co., 684 F.2d 1355, 1356-59 (11th Cir. 1982) hostile environment established where racial harassment made plaintiff "feel unwanted and uncomfortable in his surroundings," even though it was not directed at him.

The harassment need not be based on the ground of the complainant's or victim's race, so long as it is racially motivated. See, e.g., Center Grove Community School, OCR Case No. 15-91-1168 (title VI violated where white girl was forced to withdraw from all-white school, as result of harassment by classmates which included note criticizing her association with black student at another school). To establish a hostile environment, harassment need not result in a tangible injury or detriment to the complainant or the victim of the harassment. Vinson, 477 U.S. at 64. See also, e.g., Harris v. Forklift Systems, Inc., 114 S.Ct. at 1371 (under title VII several factors are considered including whether behaviors interfere with work performance; psychological harm is not required but may be taken into account like any other relevant factor); Gilbert, 722 F.2d at 1394 (environment "which significantly and adversely affects the psychological well-being of an employee because of his or her race" is enough to constitute title VII violation); Bundy v. Jackson, 641 F.2d 934, 943-45 (D.C. Cir. 1981) (protection against race and sex discrimination extends to "psychological and emotional work environment").

B. Notice

A recipient has a duty to provide a nondiscriminatory educational environment, but it must somehow receive notice of racial harassment in order to be found responsible for it. See Vinson, 477 U.S. at 72; see also Steele v. Offshore Shipbuilding, Inc., 867 F.2d 1311 (11th Cir. 1989); Lipsett v. University of Puerto Rico, 864 F.2d 881 (1st Cir. 1988).

1. Actual Notice

A recipient may be found liable for racial harassment if it has actual knowledge of the racially offensive behavior or actions. See, e.g., Hunter v. Allis-Chalmers Corp., 797 F.2d 1417 (7th Cir. 1986) (liability exists if management-level employees were aware of barrage of offensive conduct); Katz v. Dole, 709 F.2d 251 (4th Cir. 1983) (actual knowledge where victim complains of harassment to appropriate authorities); Henson v. City of Dundee, 682 F.2d 897, 904 (11th Cir. 1982).

2. Constructive Notice

A recipient may be found liable where it reasonably should have known of the harassment—e.g., because the harassment was so pervasive that its awareness may be inferred. See Paroline v. Unisys Corp., 870 F.2d 100 (4th Cir. 1989) (liability may be imputed where employer knew or should have known about prior conduct of harasser toward other women), vacated in part on other grounds, 900 F.2d 27 (4th Cir. 1990); Yates v. Avco Corp., 819 F.2d 630 (6th Cir. 1987) (constructive notice where employee harassed women on a daily basis); Waltman, 875 F.2d 468 (possibility of constructive notice where sexual graffiti existed in numerous locations); Vanpelt v. Southshore Bell Telephone and Telegraph Co., 863 F.2d at 1510-11; Sventek v. USAir, Inc., 630 F.2d 552 (4th Cir. 1980).

If the alleged harasser is an agent or employee of a recipient, acting within the scope of his or her official duties (i.e., such that the individual has actual or apparent authority over the students involved), then the individual will be considered to be acting in an agency capacity and the recipient will be deemed to have constructive notice of the harassment. See, e.g., Kaufman v. Allied Signal, Inc., Autoline Division, 970 F.2d 178 (6th Cir.) ("scope of employment" standard for holding employers liable for supervisory harassment is based on traditional agency principles, such as when and where harassment took place, and whether it was foreseeable), cert. denied, 113 S.Ct. 631 (1992). See also EEOC Policy Guidance on Current Issues of Sexual Harassment, N-915.050 (Mar. 19, 1990) (apparent authority exists where third parties reasonably believe that actions of supervisor represent exercise of authority possessed by virtue of employer's control).

In evaluating whether constructive notice should be imputed to a recipient, the availability, coverage and public dissemination of antidiscrimination policies and grievance procedures for students will be considered in determining whether the recipient has made a sufficient effort to become aware of racial incidents if and when they occur. See Meritor Savings Bank, 477 U.S. at 72-73 (existence of uninvoked grievance procedures and policies against discrimination is relevant to issue of employer liability for sexual harassment, but not dispositive).

C. Recipient's Response

1. Duty to Take Reasonable Steps to End Harassment

Once a recipient has notice of a racially hostile environment, it has a duty to take reasonable steps to eliminate it. If it fails to respond adequately to the hostile environment, then the recipient may be found to have

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6 As discussed supra, in the education context, the person from whose perspective the apparent authority of an agent or employee of a recipient must be evaluated is a reasonable student of the same age, intelligence and experience as the alleged victim of the harassment.
violated title VI. See, e.g., California State University, Chico, OCR Case No. 09--89--2106 (inadequate response to racial harassment where university had no written grievance procedure and failed to interview most of the individuals involved); Township High School District No. 214, OCR Case No. 05--82--1097 (OCR found violation where school district failed to take adequate steps to correct repeated racial harassment by students, of which employees were aware). See also, e.g., Snell v. Suffolk County, 782 F.2d 1094 (2d Cir. 1986) (responsibility depends on gravity of harm, nature of work environment, and resources available); Hall v. Gus Construction Co., Inc., 842 F.2d 1010 (8th Cir. 1988) (employer will be liable for failing to discover what is going on and to take remedial steps when actions are so numerous, egregious, and concentrated as to add up to campaign of harassment); Faroline, 879 F.2d 100 (4th Cir. 1989); Henson v. City of Dundee, 682 F.2d 897, 904 (11th Cir. 1982).

2. Response or Remedy Should Redress Actual Problems

The appropriate response or remedy for a hostile environment should be tailored to redress the specific problems experienced at the institution. See, e.g., Trenton Junior College, OCR Case No. 07--87--6006 (region developed remedial plan with college that included staff training on racial harassment, payment of compensation to harassed students and individuals who assisted the students in arranging for their safety, implementation of special efforts—including financial aid—to recruit black students, and development of plan for handling future harassment complaints).

3. Response Must Reasonably Attempt to Prevent Recurrence

The responsive action taken by a recipient must be reasonably calculated to prevent recurrence and ensure that individuals are not restricted in their participation or benefits as a result of a racially hostile environment created by students or non-employees. See, e.g., Brooms v. Regal Tube Co., 881 F.2d 412 (7th Cir. 1989) (response must be reasonably calculated to prevent further harassment under particular facts and circumstances of case at time allegations are made; courts should not focus solely on whether remedial activity ultimately succeeded, but should determine whether total response was reasonable); Waltman v. International Paper Co., 875 F.2d 468, 478 (5th Cir. 1989) (response must be reasonably calculated to halt harassment); Bundy v. Jackson, 841 F.2d 934 (D.C. Cir. 1981) (employer liable where supervisor had full notice of harassment and did nothing to stop or investigate practice; employer must take all necessary steps to investigate and correct harassment—including warnings, appropriate discipline, and other means of preventing harassment).