



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

June 1, 2026

By email only [REDACTED]

[REDACTED]
Cabarrus County Schools
4401 Old Airport Road
Concord, NC 28025

Re: Case Number [REDACTED]
Cabarrus County Schools

Dear Dr. Kopicki:

On April 16 and May 12, 2026, the U.S. Department of Education, Office for Civil Rights (OCR), received complaints against Cabarrus County Schools (the District). The Complainants alleged that the District permits male students to access sex-segregated restrooms and locker rooms for female students and has failed to respond as required to reports of female students being sexually harassed by male students in school restrooms or locker rooms.

OCR enforces Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any program or activity receiving federal financial assistance. As a recipient of federal financial assistance from the Department of Education, the District must comply with Title IX.

OCR will investigate whether the District discriminates on the basis of sex in violation of Title IX and its implementing regulation by maintaining a policy or practice of allowing male students to use intimate facilities designated for use by female students and by failing to respond as required by Title IX to reports of male students sexually harassing female students in its intimate facilities.

Please note that opening an investigation does not mean that OCR has made a final determination with regard to the merits. During the investigation, OCR is neutral; OCR will collect and analyze the evidence it needs in order to make a decision about the complaint. OCR will ensure that its investigation is legally sufficient in accordance with OCR's [Case Processing Manual \(CPM\) \(February 19, 2025\)](#). In accordance with Section 111 of the CPM, OCR will provide a copy of the complaints to the District under separate cover. The complainants may have the right to file a private suit in federal court whether or not OCR finds a violation.

Enclosed is an initial data request for information needed to process this complaint.

When appropriate, a complaint may be resolved before the conclusion of an investigation if the school district expresses an interest to OCR to resolve the complaint and OCR determines that it is

appropriate to resolve the complaint allegation(s) because OCR's investigation has identified concerns that can be addressed through a resolution agreement.

If OCR determines during the course of the investigation that a complaint could be appropriate for mediation, OCR will contact the parties and offer this resolution option.

Please be advised that the District must not harass, coerce, intimidate, discriminate, or otherwise retaliate against an individual because that individual asserts a right or privilege under a law enforced by OCR or files a complaint, testifies, assists, or participates in a proceeding under a law enforced by OCR. If this happens, the individual may file a retaliation complaint with OCR.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, it will seek to protect, to the extent provided by law, personally identifiable information that, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

If you have any questions, please contact me at [REDACTED]

Sincerely,
ABONY HOLMES [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] -0400
[REDACTED]
Team Leader

Enclosure

Cabarrus County Schools
OCR Case Number [REDACTED]
Data Request

Please submit the following information to [REDACTED] by **June 16, 2026**. If any item in our request is unclear, or if you experience any difficulty complying with this request, please contact the staff member(s) identified above prior to the due date. OCR requests that you submit information electronically, if feasible. Upon request, OCR may create a secure external sharing site for you to upload the submission. You may contact us for more information about this option. Please do not provide the information via an electronic cloud format such as Google Docs. If any of the requested information is available to the public on the Internet, you may provide the website address. If any responsive documents contain Social Security numbers, please redact them before producing the documents to OCR.

The Department of Education's regulation implementing Title VI of the Civil Rights Act of 1964, at 34 C.F.R. § 100.6(c), which is incorporated by reference in the Title IX regulation at 34 C.F.R. § 106.81, gives OCR the authority to request this information. In addition, in accordance with the regulation implementing the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, at 34 C.F.R. § 99.31(a)(3)(iii), and the Title VI regulation at 34 C.F.R. § 100.6(c), OCR may review personally identifiable records without regard to considerations of privacy or confidentiality. OCR will take all proper precautions to protect the identity of any individuals named in the records.

OCR may request supplemental data and documents that are relevant to the allegations under investigation. If the District obtains any additional information or documents responsive to this data request or otherwise relevant to the allegations in this case, the District must promptly inform OCR of its existence and supplement the data response within 15 days of its discovery. OCR reminds the District that a failure to provide requested information may be considered a denial of access in violation of the regulations cited above. Please ensure that District employees preserve all data and documents that are relevant to the allegation under investigation until OCR closes this case.

1. The name and contact information of the individual who will serve as OCR's contact person during the investigation of this complaint.
2. The District's narrative response to the allegation under investigation and all documents or records referenced in the narrative response.
3. The District's Title IX grievance procedures, including any policies and procedures pertaining to the investigation of reports of sexual harassment, and where those procedures are published.
4. The name and contact information of the District's Title IX Coordinator.
5. All District policies, procedures, directives, written descriptions of practices, and other written guidance in effect at the District during the 2025-2026 school year pertaining to male students accessing sex-segregated facilities designated for female students, including restrooms and locker rooms. If any changes were made to policies, procedures, or practices during the relevant time period, please indicate the date of the change and describe what was changed.

6. All District policies and procedures describing the definition or meaning of the words “sex,” “gender” and/or “gender identity.”
7. All guidance the District received from external entities regarding student access to sex-segregated facilities, including restrooms and locker rooms, based on a student’s “gender identity” or similar terms, including guidance from the state department of education, during the 2025-2026 school year. Indicate who provided the guidance, when it was received, and provide a copy of all written guidance received and a description of all verbal guidance received.
8. All formal or informal complaints or reports received by the District during the 2025-2026 school year pertaining to male students accessing sex-segregated facilities designated for female students, including restrooms and locker rooms. Include all records pertaining to the District’s investigation into the complaints or reports, including but not limited to: the name(s) and title(s) of the individuals who conducted the investigation, investigative reports, interview notes and witness statements, final determinations, and a description of any corrective actions or remedies provided.
9. All formal or informal complaints or reports of sexual harassment in school restrooms or locker rooms made by or on behalf of District students during the 2025-2026 school year. For each complaint or report, provide the records of the District’s investigation, including but not limited to: notices to the parties; investigative reports; interview notes; final determinations; and a description of any remedies provided, including remedies provided for individuals and on a school-wide basis.
10. Any additional information that the District believes may be helpful in resolving this complaint.