



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

March 30, 2025

By email only to [docket@aflegal.org](mailto:docket@aflegal.org)

Alice Kass  
America First Legal Foundation  
611 Pennsylvania Ave., SE #231  
Washington, DC 20003

Re: Case Number 01-26-1001  
Westford Public Schools

Dear Ms. Kass:

On November 10, 2025, the U.S. Department of Education, Office for Civil Rights (OCR), received the complaint you filed against Westford Public Schools (the District). The complaint alleged that the District is discriminating against students on the basis of sex in violation of Title IX through its policy that allows students to access school restrooms, locker rooms, and changing facilities, and to participate in athletic programs on the basis of their gender identity.

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 this law.

OCR is opening an investigation to examine whether the District is in violation of Title IX and its implementing regulation by maintaining a policy or practice of allowing male students to participate in athletic programs designated for female students and to use intimate facilities designated for use by female students.

OCR's initiation of an investigation is not itself evidence of a violation of federal civil rights laws and regulations. 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 \(CPM\) \(February 19, 2025\)](#).

The complainant may have the right to file a private suit in federal court whether or not OCR finds a violation.

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 202-987-1513 or [Dan.Greenspahn@ed.gov](mailto:Dan.Greenspahn@ed.gov).

Sincerely,

Dan Greenspahn  
Team Leader