



Month, Day, Year

Title/Name

Institution Name

Address

Dear [recipient name]:

I hope this letter finds you well. I am writing to call on [School District Name] to review and, wherever necessary, revise its policies governing restrooms, locker rooms, overnight accommodations and athletics to ensure compliance with Title IX according to new guidance.

In 2024, the Department of Education issued a Title IX Final Rule which expanded the scope of Title IX to include gender identity. However, on January 9, 2025 The U.S. District Court for the Eastern District of Kentucky vacated the rule in its entirety, nationwide, in *State of Tennessee v. Cardona* (No. 2:24-cv-00072.) There is no live rule expanding Title IX to gender identity currently in effect anywhere in the country, and no pending appeal likely to revive one.

The Department's Office for Civil Rights (OCR) has since demonstrated it will enforce this framework directly. In March 2026, OCR found that Jefferson County Public Schools, the State of Colorado's second-largest district, violated Title IX by permitting male students to occupy girls facilities, overnight accommodations, and sports rosters.¹ OCR gave the district 10 days to comply or face enforcement action, including the loss of federal funding. Notably, the OCR made it clear that Title IX's federal requirements control regardless of state law or athletic associations.²

Given this, I urge the district to move forward now and review any policies and ensure that they comply with Federal law rather than waiting for an OCR complaint to force the issue. Districts

¹ Citation pending

²

<https://www.ed.gov/about/news/press-release/us-department-of-educations-office-civil-rights-concludes-jefferson-county-public-schools-colorado-has-violated-title-ix>

that adjust proactively retain far more control over timeline, communication, and implementation than districts that do so under a ten-day compliance order.

[Optional]

[I have identified several policies which I believe merit your attention as they appear to conflict with current Department of Education guidance, but I urge you to look at all policies which you believe may be affected by this decision.]

- [Policy 1]
- [Policy 2]
- [Policy 3]

Thank you for your attention to this matter. I look forward to hearing about the district's approach going forward.

Sincerely,

[NAME]

[Chapter Name, Title]

Foundation Against Intolerance & Racism

cc: [consider cc'ing all school board members, and any known attorneys representing the school board]