

Date: July 27, 2025

To:

Office for Civil Rights
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
ocr@ed.gov

From:

Concerned Residents and Parents from the Dennis–Yarmouth Region
(See attached signature list)

Subject: Formal Civil Rights Complaint – Dennis–Yarmouth Regional School District
DEI Hiring, Curriculum Influence, and Compelled Speech

Dear Office for Civil Rights,

We, the undersigned residents and parents affiliated with the Dennis–Yarmouth Regional School District (DYRSD), respectfully submit this formal complaint regarding the District’s Diversity, Equity, and Inclusion (DEI) hiring practices, curriculum influence, and administrative messaging.

This complaint is submitted pursuant to the following federal protections:

- Executive Order 14151 (Ending Federal Support for Ideological DEI Programs)
 - Executive Order 14190 (Ensuring Federal Education Compliance with Non-Discrimination Laws)
 - Title VI and Title IX of the Civil Rights Act
 - The First Amendment (free speech and religious liberty)
 - The Fourteenth Amendment (parental rights and due process)
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I. Summary of Events

In early June 2025, we became aware of an internal job posting issued by the District titled “**Diversity & Equity Inclusion Team**” (**Job ID: 1102**). The document outlined a plan to place 14 individuals – two in each school – into positions responsible for:

- Advising District leadership on DEI policy
- Influencing curriculum content
- Overseeing identity-based subcommittees related to hiring and “belonging”
- Confronting students and staff regarding undefined “equity” issues

- Promoting a District-wide DEI message across the community

The positions, as described, represent an institutionalized DEI framework embedded within the operational structure of each school. These roles do not reflect lawful nondiscrimination practices — rather, they suggest an ideological oversight function with systemic reach across policy, instruction, and disciplinary culture.

While the posting was marked “internal,” it laid out programmatic goals that clearly affect all students and staff. The positions are not limited to advisory capacity; they are empowered to confront others based on subjective ideological interpretations — a function incompatible with constitutional and statutory requirements for public education systems.

II. Informal Notification and District Response

After learning of the posting, one of the signatories left a voice message with DYRSD and later spoke directly with a representative in the Human Resources department, who confirmed the posting’s existence and content. To expedite notice, an email was sent shortly thereafter attaching a preliminary letter of intent to file a federal complaint.

This early notice referenced Executive Orders 14151 and 14190 and made clear that federal law prohibits the use of federal funds for identity-based ideological programs in public schools.

The Superintendent’s subsequent reply — conveyed solely by email — reframed the issue around “psychological safety” and invoked state-level guidance to justify the DEI program. However, the Superintendent did not address the specific language of the job posting or the legal concerns outlined in the email communication. No substantive rebuttal was provided. All communication remains documented and verifiable.

No in-person meeting occurred. No negotiation or open discussion was requested or attempted. Our intent has never been to create administrative disruption — only to assert legal boundaries that have been crossed. This complaint is the result of that unresolved breach.

III. Legal Basis for Complaint

The structure and intent of DYRSD’s DEI implementation appears to violate multiple layers of federal law:

1. **Executive Order 14151** prohibits the use of federal funds for identity-based ideological programs — including roles that promote DEI narratives, impose race/gender-centric policy, or support compelled ideological training.
2. **Executive Order 14190** mandates the investigation, audit, and suspension of funding for institutions embedding such practices into hiring, training, or disciplinary structures.
3. **Title VI and Title IX** forbid any differential treatment based on race or sex in federally funded programs. Identity-centered hiring, messaging, or staff enforcement roles violate this mandate.
4. **The First Amendment** protects all individuals in public schools from compelled ideological speech. A DEI position with authority to “confront” others over belief-based issues is constitutionally impermissible.
5. **The Fourteenth Amendment** upholds parental rights to guide the moral and psychological development of their children. Schools may not insert themselves as ideological arbiters without consent or due process.

The District’s response — which relied on interpretations of state guidance — is irrelevant in the context of federal funding and federal law. No state statute or regulation may override or excuse violations of the Constitution or federal executive orders, particularly where public funding is involved.

IV. Actions Requested of the Office for Civil Rights

We respectfully request that OCR:

1. **Initiate a formal investigation** into the hiring, funding, and policy practices related to DEI across DYRSD
 2. **Audit all federal funds** received by DYRSD since January 20, 2025, for potential misuse in violation of Executive Orders 14151 and 14190
 3. **Order the immediate withdrawal** of the DEI job posting and any derivative program structures that compel ideological expression or violate viewpoint neutrality
 4. **Issue written compliance guidance** clarifying that DYRSD’s interpretation of “psychological safety” does not override federal restrictions on compelled belief, compelled speech, or DEI-based administrative frameworks
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V. Supporting Materials

Enclosed with this letter are the following exhibits:

- **Exhibit A:** DYRSD Job Posting – “Diversity & Equity Inclusion Team”
- **Exhibit B:** Informal Email Notice and Voice Contact Log
- **Exhibit C:** Superintendent’s Email Response – June 16 to July 22, 2025

- **Exhibit D:** Initial OCR Complaint (now part of this group action)
 - **Exhibit E:** Legal Reference Sheet – Federal Orders, Statutes, Case Law
 - **Exhibit F:** Parent and Community Signatory Sheet
 - **Exhibit G (optional):** Public Archive Documentation from <https://nodeiatdy.com>
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VI. Conclusion

This filing does not reflect hostility – only a refusal to remain silent while federal and constitutional boundaries are disregarded. The laws cited in this complaint were not created by us – they were authored by the federal government to protect civil rights, viewpoint neutrality, and parental authority in public education.

We ask only that they be enforced.

Respectfully,
Concerned Residents and Parents from the Dennis–Yarmouth Region
[Signature Sheet Attached]

“Final signature collected and filing completed on: _____”
(To be filled in by hand by the primary filer)