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NORMAN, L. GILLESPIE, CLERK

IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF MISSISSIPPI  
EASTERN DIVISION

Deputy

KEITH WASHINGTON, ET AL.

PLAINTIFFS

V.

NO. EC90-01-D-D

MISSISSIPPI UNIVERSITY FOR WOMEN, ET AL

DEFENDANTS

CONSENT DECREE

This matter is before this Court on the joint motion of the parties for dismissal pursuant to the terms set forth in the Court's Consent Decree.

Plaintiffs have challenged as discriminatory Mississippi University for Women's (MUW) single-sex mission, gender-specific name and recruitment practices toward males. Defendants deny any discriminatory purpose or effect.

This Court, having considered all the claims asserted by the Plaintiffs, the arguments made by the parties in support and in opposition to said claims, the multiple motions asserted by the parties including Plaintiffs' motion for summary judgment, and being fully advised in the premises, finds that the settlement proposed by the parties is reasonable and adequately addresses the claims and concerns raised by the Plaintiffs regarding Mississippi University for Women's name, mission and recruitment practices. It is the parties' intention and agreement that the Consent Decree be a final adjudication of the claims and issues related to this lawsuit.

42

Accordingly, the Court orders that the following action be taken by the parties:

1. The diploma, scholastic transcript, catalog and other formal documents of MUW shall have language such as "admitting men since 1982", or "and men since 1982", or "and now men", or an equivalent phrase to indicate that the school is co-educational displayed directly above, below or beside MUW's name.
2. On MUW's brochure and promotional materials there shall be phrases and language displayed that communicate that men are both admitted and welcomed at MUW in language similar to that set forth in the above paragraph.
3. Defendants shall employ a male recruiter for the office of admissions, beginning fiscal year 1993 subject to the availability of funds and qualified applicants.
4. Defendants shall develop and use a brochure designed specifically for use in the recruitment of male students.
5. As part of the long term marketing plan of MUW scheduled to be completed by January, 1992, a task force shall determine effective means to attract males to MUW and shall specifically interview a focus group of high school males in that study to determine means of eliminating perceptions that the school "is not for men." Plaintiffs' counsel shall be provided a copy of the final plan.
6. Plaintiffs' lawsuit, styled Washington, et al. v. MUW, et al., No. EC90-01-D-D, filed in the United States District Court for the Northern District of Mississippi, and all the claims asserted therein are hereby dismissed with prejudice.
7. The main sign in front of Columbus Hall on the MUW campus will be altered to reflect that MUW is co-educational.
8. MUW shall implement an annual award for the outstanding male student.



9. Defendants agree that, based on gender, persons are not presently and will not be intentionally excluded or discouraged from participating in official University-sponsored rituals, such as the Freshman Serenade and Magnolia Chain. For the purposes of this provision, the word "rituals" is to be interpreted narrowly to include only those ceremonies that are equivalent in nature or purpose to the Freshman Serenade and Magnolia Chain. It is specifically agreed that unless clearly included by the language of this provision, all other events and activities are excluded.
10. Prior to any action being taken to enforce the terms of this Consent Decree, ninety (90) days' prior written notice must be given to the President of the Mississippi University for Women clearly identifying and explaining the alleged violation and reasonable opportunity must be given to correct the alleged violation, if such exists.
11. Defendants agree to pay the Plaintiffs the sum of Fourteen Thousand Dollars (\$14,000.00) for attorneys' fees and court costs. The Court finds that said sum is reasonable and proper.
12. Plaintiffs' counsel, Wilbur Colom, and his wife, Dorothy Colom, agree that neither they, their law firm, nor anyone associated with their law firm either directly or indirectly will bring or participate, assist, or represent any plaintiff in a lawsuit concerning or related to gender-based discrimination issues involving Mississippi University for Women's name, mission, identity and/or recruitment practices and agree not to assist anyone else or participate, in any way, in any such lawsuit, and agree that an available remedy for breach of this provision, not to exclude any other remedy that might be available, shall be the recovery from them and/or their law firm of all costs, including reasonable attorneys' fees, associated with the defense of any such lawsuit.



SO ORDERED, this the 6<sup>th</sup> day of November,  
1991.

Sh. H. Davidson  
UNITED STATES DISTRICT JUDGE

APPROVED AS TO FORM AND SUBSTANCE:

Wilbur O. Colom  
Wilbur O. Colom  
Attorney for Plaintiffs

Dorothy Colom  
Dorothy Colom  
Attorney for Plaintiffs

Richard A. Compere  
Richard A. Compere  
Attorney for Defendants

Leonard McClellan  
Leonard McClellan  
Attorney for Defendants