**Formal Complaint Regarding Mishandling of Athlete Safety, Privacy, and Communication / Title IX Violations**
**Submitted by:** Sean Lechner
**Date:** December 5th, 2025
**To:** U.S. Department of Education

**Subject: Formal Complaint Concerning Administrative Misconduct, Title IX Violations, and Failure to Protect Student-Athletes**

I am submitting this formal complaint regarding serious administrative failures by Ann Arbor Public Schools / Skyline High School and Monroe Public Schools/ Monroe High School, specifically Athletic Director Chet Hesson. The events outlined below demonstrate repeated failures to comply with safety protocols, withholding critical information, and disregard for student privacy, competitive fairness, MHSAA regulations, and federal Title IX requirements. These actions put female athletes at risk and violated established rules regarding athletic participation.

**Title IX Reference:** Title IX of the Education Amendments of 1972 (20 U.S.C. §§ 1681–1688) prohibits discrimination on the basis of sex in any federally funded education program or activity, including athletics. Schools are required to:

1. Ensure equal opportunity to participate in sex-separated athletic programs.
2. Provide a safe environment free from sex-based harassment or coercion.
3. Protect the privacy and bodily integrity of female students.
4. Ensure compliance with rules regarding fair competition and sex-based eligibility.

**1. Ann Arbor Public Schools / Skyline High School Responsibility**

**a. Participation of a Biological Male Athlete**

According to publicly available reports:

- A biological male athlete is competing on the Ann Arbor Skyline female volleyball team and contributed to the team advancing to the state Elite Eight.
- On October 26, 2025, this athlete was named Player of the Match, highlighting the significant impact on the team's performance.

Skyline High allowed this athlete to compete without submitting the required waiver to the MHSAA, as required when a biological male participates in female athletics. This raises concerns regarding sex-based discrimination, competitive fairness, and Title IX compliance. Female athletes were denied a fair opportunity to compete in a sex-separated program, violating Title IX protections.

**b. September 9, 2025 (Game 1 at Monroe High)**

- Ann Arbor Skyline played Monroe High School and won. Both schools failed to ensure fair competition, provide a safe environment and equal opportunity to participate in sex-separated athletic programs.
- My daughter was forced to share a locker room, where females undressed, with the male athlete. The presence of a male in the girls' locker room was not disclosed prior to the match, constituting a violation of privacy and bodily integrity protections under Title IX.
- A parent also told Tom Heck, President of the Monroe High School Board that her daughter was in the stall next to the male athlete while using the restroom.

**c. October 25, 2025 (Game 2 at Skyline High)**

- Monroe girls were again forced to compete against the same male athlete, though they did not share locker rooms.

Skyline High's actions contributed to sex-based inequity and safety concerns, directly impacting female athletes' rights under Title IX.

**2. Monroe Public Schools/ Monroe High School / Athletic Director Chet Hesson Responsibility**

**a. Knowingly Forcing Locker Room Sharing**

Chet Hesson knowingly required my daughter and her teammates to share a locker room with the opposing team, including the biological male athlete, on September 9, 2025. He had prior knowledge the day before the match from the Ann Arbor Skyline Athletic Director Delsie Sissoko that a male athlete would be present on the opposing team.

- This was not standard practice—teams typically do not share locker rooms—but he made the Monroe girls do so anyway.
- This violated Title IX's requirement to protect female students' privacy and bodily integrity in sex-separated programs.

**b. False Claims of No Prior Knowledge**

Following the first game, Hesson claimed in writing that he did not have prior knowledge of the athlete's sex or gender identity.

- This was false, as confirmed by a staff member of the athletic community at Monroe High who came forward and provided information to Tom Heck, President of the Monroe Public School Board in a statement that Chet knew the day before the match. He was given a heads up by Skyline's Athletic Director Delsie Sissoko and was also told that media might be present.
- By withholding this information, Hesson denied female athletes the opportunity to make informed decisions about their participation and privacy, violating Title IX's protection against sex-based discrimination.

**c. October 23, 2025 Meeting and Conflicting Statements**

During a meeting with parents and players:

- Hesson again stated he had no prior knowledge.
- He claimed he was prohibited from informing parents or athletes under the Elliott-Larsen Civil Rights Act and FERPA; which is incorrect with respect to safety, privacy, and competitive fairness.
- When asked what measures could prevent a repeat incident, he offered no solutions.
- When a parent raised the risk of injury, he laughed and suggested seeking legal counsel, comparing the situation to a co-ed game despite it being an all-female match.

These actions show deliberate disregard for Title IX obligations to provide a safe and equitable environment for female athletes.

**d. Evidence Confirming Prior Knowledge**

On November 8th, a member of the athletic community at Monroe High informed me that:

- The head coach had been notified by Hesson the day before the September 9th match that Skyline had a transgender athlete on the roster.
- A formal verbal statement was put in with Tom Heck, President of the Monroe Public School Board.

By knowingly forcing locker room sharing and failing to implement safeguards, Hesson violated Title IX's privacy, safety, and equitable participation protections.

**3. Summary of Title IX and Other Violations**

**Ann Arbor Public Schools / Skyline High School**

- Allowed a biological male to compete in female matches without MHSAA waiver, affecting fair competition.
- Failed to notify opposing teams or parents about the presence of a male athlete, impacting privacy and bodily integrity of female athletes.

Monroe High School / Athletic Director Chet Hesson

- Knowingly forced female athletes to share locker rooms with a male athlete, violating privacy and Title IX protections.
- Provided false statements regarding prior knowledge.
- Failed to implement safeguards or protocols to protect students' safety and equitable participation.
- Acted unprofessionally by dismissing parental concerns, demonstrating deliberate disregard for Title IX obligations.

Overall Concerns

- Violations of student privacy, safety, and fair competition.
- Lack of transparency and communication.
- Failure to comply with Title IX and MHSAA requirements.

**4. Requested Actions**

I respectfully request that the district:

1. Ban biological males from competing in female sports.
2. Ban biological males from entering female locker rooms during athletic competitions.
3. Conduct a full investigation into actions and communications of Ann Arbor Public Schools / Skyline High and Monroe Public Schools/ Monroe High / Chet Hesson, including potential Title IX violations.

4. Review compliance with MHSAA rules regarding participation of transgender athletes.
5. Establish and enforce clear protocols for:
    - Locker room access and privacy
    - Parental notification for all matches
    - Competitive safety when playing against male athletes
    - Transparent communication between athletic administrators, coaching staff, and parents
6. Provide a written report detailing findings, Title IX implications, and corrective measures.

**Conclusion**

Parents must have confidence that school administrators prioritize the safety, privacy, equitable treatment, and fairness of female athletes. The events of September 9th and October 25th, combined with the publicly reported impact of the Skyline male athlete, demonstrate administrative failures at both Skyline High and Monroe High that violate Title IX and MHSAA regulations and require immediate action.

Thank you for your prompt attention to this matter.

Sincerely,

Sean Lechner