

RESOLUTION AGREEMENT
Eastern Mennonite University
OCR Complaint No. 11-20-2322

Eastern Mennonite University agrees to fully implement this Resolution Agreement to resolve the allegation investigated in Office for Civil Rights (OCR) Complaint No. 11-20-2322. This Agreement does not constitute an admission by the University of a violation of Title IX of the Education Amendments of 1972 (Title IX) or any other law enforced by OCR.

1. By May 10, 2022, the University will provide training to senior University administrators, including senior Human Resources staff, responsible for investigating or resolving reports under Title IX, on its obligations under Title IX concerning sexual harassment and retaliation. The training will emphasize (1) the University's obligations concerning the consideration and provision of supportive measures for the reporting and responding parties to a Title IX complaint, and (2) the prohibitions on retaliation against the parties and participants in a Title IX complaint or investigation.

Reporting Requirement: By May 17, 2022, the University will provide OCR with documentation confirming completion of the required training, including: (a) the name of the individual(s) who conducted the training and their qualifications; (b) the date(s) of the training session(s); (c) all training materials; and (d) a sign-in sheet including a list of the names, signatures, and position titles of the University personnel who participated in each training session.

2. By March 10, 2022, the University will develop a plan to assess the appropriateness of the XXXXX, including, if determined to be necessary, consideration of remedial options XXXXX.

Reporting Requirement:

1. By March 17, 2022, the University must provide OCR with the University's plan to conduct an assessment, including deadlines by which the University will accomplish the proposed actions.
2. Within 5 calendar days of completing all proposed actions under the plan, including remedial action, if necessary, the University will provide documentation evidencing that it has fully implemented the plan.

The University understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. Further, the University understands that during the monitoring of this Agreement, if necessary, OCR may visit the University, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the University has fulfilled the terms and obligations of this Agreement. Upon the University's satisfaction of the terms and obligations of this Agreement, OCR will close this case.

The University understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this Agreement and/or the applicable statutes and regulations. Before initiating such proceedings, OCR will give the University written notice of the alleged breach and 60 calendar days to cure the alleged breach.

By: _____ Date: 2/18/22_____