

RESOLUTION AGREEMENT
Nichols College
OCR Complaint No. 01-17-2063

Prior to the completion of OCR's investigation, Nichols College (the College) agreed to resolve the issues of this investigation pursuant to Section 302 of OCR's Case Processing Manual. Accordingly, to resolve the issues of this investigation, the College agrees to take the following actions.

1. By January 31, 2018, the College will submit for OCR's review and approval, revised procedures for responding to discrimination, harassment and retaliation. The College's policy will be revised to include language stating that the College has an obligation to take action on its own initiative in response to information the College learns regarding statements, behavior, or other conduct which may constitute discrimination, harassment, or retaliation or otherwise be inappropriate, regardless of whether a complaint is filed. However, the College's ability to respond may be limited based on the information available or if the affected party requests their information not be disclosed.. Within 30 days of OCR's approval, the College will provide OCR with documentation that it has adopted and publicized the revised procedures online.
2. By January 1, 2017, the College will provide OCR with documentation that it has provided notice of the outcome of its investigation to the Complainant. The notice is Exhibit 1 attached to this agreement.

The College understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the College understands that during the monitoring of this Agreement, if necessary, OCR may visit the College to interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the College has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Section 504 at C.F.R. Part 104, which was at issue in this case. Upon completion of the obligations under this Agreement, OCR shall close this case.

The College understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10) or judicial proceedings to enforce this Agreement, OCR shall give the College written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

The Agreement will become effective immediately upon the signature of the College's representative below.

By: /s/ Susan W. Engelkemeyer Date: 12/13/17
President