

**RESOLUTION AGREEMENT**  
**University of Maine at Fort Kent**  
**OCR Complaint No. 01-17-2317**

The University of Maine at Fort Kent (University) has voluntarily entered into this agreement to resolve Allegation 1 in the above-referenced complaint. The University agreed to resolve Allegation 1 prior to the completion of OCR's investigation pursuant to Section 302 of OCR's *Case Processing Manual*. The University assures that it will take the following actions.

**Action Item 1: Training**

**By December 31, 2020**, the University will provide training regarding its obligations under Title IX as they pertain to pregnancy and its related conditions (childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions). The training will address the following:

- (i) The University's obligations under 34 C.F.R. § 106.40;
- (ii) The types of adjustments and/or services that may be available to students seeking adjustments and/or services for pregnancy and its related conditions; and
- (iii) The process by which students may seek and obtain adjustments and/or services for pregnancy and its related conditions, including the roles of the Title IX Coordinator, faculty, and students in this process.

The training will be provided to University administrators and faculty. The training may be conducted in multiple sessions and in conjunction with other trainings.

**Reporting Requirement:**

**By January 15, 2021**, the University will provide documentation to OCR evidencing that the training required by Action Item 1 has been completed, including: (i) the date and location of the training; (ii) the identity and qualifications of the individual(s) who conducted the training; (iii) a copy of the materials or a summary of the material covered in such training; and (iv) sign-in sheet(s) or other documentation showing who attended the training.

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 commitments made under the Agreement, OCR will close the 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 statute(s) and

regulation(s). Before initiating such proceedings, OCR shall give the University 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 University's representative below.

By: /s/ \_\_\_\_\_ Date: October 16, 2020  
Laurel Hyle  
University of Maine System  
Deputy General Counsel & Chief Compliance Officer