

VOLUNTARY RESOLUTION AGREEMENT

Dominican College Case No. 02-17-2605

In order to resolve Case No. 02-18-2605, Dominican College (the College) assures the U.S. Department of Education, Office for Civil Rights (OCR), that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI) as amended, 42 U.S.C. § 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color and national origin by recipients of Federal financial assistance.

This Resolution Agreement has been entered into voluntarily and does not constitute an admission by the College that it committed any wrongdoing, including, but not limited to, a violation of Title VI and/or its implementing regulations.

Action Item 1: Supplemental Investigation

By May 1, 2018, the College will complete a supplemental impartial investigation of the allegations of race discrimination made by the complainant. The investigation of the complainant's allegations will be conducted by an impartial person(s) trained in matters of investigating complaints of discrimination and will involve a detailed review by the College of all evidence previously presented to College staff; interviewing additional witnesses or re-interviewing witnesses, as appropriate, regarding the specific instances of discrimination as alleged; and, a determination of whether the evidence presented to College staff, together with such additional information and witnesses as may be identified or presented, supports a finding of discrimination on the basis of race. The results of the supplemental impartial investigation will be communicated to the complainant in writing.

Reporting Requirement: By May 15, 2018, the College will submit to OCR a report documenting the procedures used to conduct its supplemental investigation as outlined in Action Item 1 above, as well as the outcome of the supplemental investigation; any actions deemed necessary; and, a timeline for implementation of the actions, if necessary. The College will also provide documentation supporting the supplemental investigation to OCR.

Action Item 2: Training

By June 1, 2018, the College will provide training to all College officials, administrators, faculty or staff directly involved in receiving, processing, investigating, adjudicating and/or resolving complaints of discrimination, as well as all employees in the athletic department, regarding the appropriate procedure to follow if notified of allegations of discrimination.

Reporting Requirement: By June 15, 2018, the College will provide documentation to OCR demonstrating that training was provided in accordance with Action Item 2 above;

including the name and credentials of the trainer(s), the date(s) of the training(s), copies of any training materials distributed, and a list of attendees.

The College understands that by signing this Agreement, it agrees to provide the foregoing information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the College understands that during the monitoring of this Agreement, if necessary, OCR may visit the College, 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 Title VI, and its implementing regulation at 34 C.F.R. §§ 100.3(a). 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.

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

Date: March 6, 2018

Signed: /s/
[Authorized Representative]
Dominican College