

**Resolution Agreement  
Cheyney University  
OCR Complaint #03132315**

To resolve the allegations in the above-referenced complaint filed with the U.S. Department of Education, Office for Civil Rights (OCR), under the Age Discrimination Act of 1975 (Age Act) and its implementing regulation at 34 C.F.R. Part 110, Cheyney University (the University) voluntarily enters into this Resolution Agreement (Agreement). This Agreement does not constitute an admission of liability on the part of the University, nor does it constitute a determination by OCR that the University violated any of the regulations enforced by OCR.

The University voluntarily makes the following commitments to OCR:

1. The University acknowledges that, pursuant to 34 C.F.R. § 110.10(a), it may not to discriminate against any individual on the basis of age. By March 21, 2014, the University will disseminate a memorandum to all staff, administrators, and personnel in the Financial Aid Office, reminding them of their obligations under 34 C.F.R. § 110.10(a) not to discriminate against any individual on the basis of age regarding the administration of any University aids, benefits or services.
2. By March 21, 2014, the University will provide training to all staff and administrators and personnel in the Financial Aid Office. This training will focus on staff, administrators' and personnel's obligations under 34 C.F.R. § 110.10(a) not to discriminate against any individual on the basis of age regarding the admission to any programs of the Financial Aid Office, especially the University's Work Study program. The training will remind employees that any such discrimination is prohibited under 34 C.F.R. § 110.10(a).

**Reporting Requirements:**

1. By April 22, 2014, the University will provide OCR with a copy of the memorandum sent to all staff, administrators and personnel in the University's Financial Aid Office pursuant to Commitment #1, including the names and titles of all recipients of the memorandum, and the University's method of distribution of the memorandum.
2. By April 22, 2014, the University will provide OCR with the training materials presented pursuant to Commitment #2, including information identifying the trainer(s) and their qualifications, and copies of the sign-in sheets for the training including the names and titles of all training attendees.

The University agrees to comply with the terms of this Agreement until OCR has released it from monitoring. OCR will not close the monitoring until it determines that the University has fulfilled the terms of this Agreement and is in compliance with the provisions of the Age Discrimination Act of 1975 which are applicable to this complaint.

The University shall provide data and other information in a timely manner. During the monitoring of this Agreement, 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 complied with the terms of this agreement and the provisions Age Act, which are applicable to this complaint.

The University 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 University written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

/s/

January 10, 2014

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President and/or designee  
Cheyney University

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Date