

VOLUNTARY RESOLUTION AGREEMENT
Cabrini College
OCR Complaint #03142327

To resolve the allegations in the above-referenced complaint filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Section 504 of the Rehabilitation Act of 1973, at 34 C.F.R. Part 104 (Section 504), and its implementing regulations, which prohibit discrimination on the basis of disability, Cabrini College (the College) voluntarily enters into this Resolution Agreement (Agreement) and commits to implement the provisions set forth in this Agreement.

Action Steps

1. The College agrees to develop a written plan to ensure that any and all designated accessible parking spaces will not be blocked by service vehicles or any other vehicles at any time, including any vehicles not having an appropriate handicapped parking license plate or placard issued by the College, the State of Pennsylvania, or any other official issuing agency. The College will also ensure that designated accessible parking spaces are not blocked during snow removal or any other maintenance or construction activity. As part of this plan, the College agrees to issue a notification to all College students, employees, transportation personnel and contract employees advising them they are prohibited from obstructing designated accessible parking spaces on even a temporary basis and specifying the action that will be taken against persons who violate this prohibition.
2. Additionally, should the College find it necessary, the College will relocate some or all its designated accessible parking spaces. In doing so, the College will ensure that it designates the appropriate number of designated accessible parking spaces, consistent with the guidelines provided by the Uniform Federal Accessibility Standards (UFAS) or equivalent standard with respect to the minimum number of spaces (UFAS 4.6.1), location of spaces (UFAS 4.6.2), dimensions and access aisles (UFAS 4.6.3) and signage (UFAS 4.6.3).

Reporting Requirements

1. By October 31, 2014, the College shall provide OCR with a copy of the written plan as required by Action Step #1 for OCR's review. At this time, the College shall also notify OCR as to whether it intends to relocate accessible parking spaces in accordance with Action Step #2.
2. Within 30 days of OCR's approval of the written plan pursuant to Action Step #1, the College shall provide OCR with proof of 1) implementation of the plan; and 2) distribution of the notice (e.g. copy of email or letter sent), along with a list of names and titles of persons (other than students) who received copies.

This Agreement does not constitute an admission of liability by the College, nor does it constitute a determination by OCR that the College violated any of the laws or regulations enforced by OCR.

The College understands that OCR will not close the monitoring of this Agreement until OCR determines that the College has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Section 504, at 34 C.F.R. §§ 104.21, 104.22, 104.23.

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, OCR may visit the College, interview staff 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 implementing Section 504, at 34 C.F.R. §§ 104.21, 104.22, and 104.23, which were at issue in this complaint.

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 a minimum of sixty (60) calendar days to cure the alleged breach.

President and/or Designee
Cabrini College

Date