

RESOLUTION AGREEMENT
St. Mary's College of Maryland
OCR Docket No. 03142383

OCR and St. Mary's College of Maryland (the College) enter into this Resolution Agreement (Agreement) to resolve the above-referenced complaint. The College submits this Agreement to ensure compliance with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681 et seq., and its implementing regulation, at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex by recipients of Federal financial assistance.

ACTION STEPS AND REPORTING REQUIREMENTS

1. The College acknowledges its obligation under Title IX to ensure that its students are not denied or limited in their ability to participate in or benefit from its programs or activities on the basis of sex. The College acknowledges that sexual harassment, including sexual assault, is a form of sex discrimination that is prohibited by Title IX. The College also acknowledges its obligation to respond to incidents of sexual harassment of which it has notice by taking immediate and appropriate steps to investigate or otherwise determine what occurred and take prompt and effective steps reasonably calculated to end any harassment, eliminate a hostile environment if one has been created, and prevent harassment from occurring again. The College has notice if a responsible employee knew, or in the exercise of reasonable care should have known, about the harassment.
2. Within 90 days of signing this Agreement, the College will ensure that its employees are informed of whether they are considered a responsible employee and that its employees receive training about how to execute their duties as a responsible employee as they relate to having notice and reporting incidents of sexual harassment, including sexual violence.

Reporting Requirement: Within 105 days of signing this Agreement, the College will provide to OCR a list of its responsible employees/mandatory reporters by employee title. The College will also provide documentation of the training required by Item 2, such as applicable sign-in sheets and copies of agendas, presentations, and/or online materials.

3. Within 60 days of signing this Agreement, the College will provide training to its Dean of Students, and any potential designees, concerning how to conduct an appeal, consistent with the grievance procedures approved by OCR in monitoring of the resolution agreement in docket number 03122100.

Reporting Requirement: Within 75 days of signing this Agreement, the College will provide to OCR documentation of the training required by Item 3, such as applicable sign-in sheets and copies of agendas, presentations, and/or online materials.

4. XXXXXX
 - a. XXXXXX

b. XXXXXX

Reporting Requirement: XXXXXX

5. XXXXXX

Reporting Requirement: XXXXXX

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, if necessary, may visit the College, interview staff and students, and request such additional reports or data for OCR to determine whether the College has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title IX at 34 C.F.R. §§ 106.8, 106.31(b) which were at issue in this complaint. 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.

/s/

August 20, 2018

President or Designee

Date