

RESOLUTION AGREEMENT

John Hopkins University Complaint No. 03-15-2376

The U.S. Department of Education, Office for Civil Rights (OCR) and John Hopkins University (the University) enter into this agreement to resolve the allegations in the above-referenced complaint. The University assures OCR, that it will take the following actions to comply with the requirements of Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*, and its implementing regulations at 34 C.F.R. Part 106, the Age Discrimination Act of 1975 (the Age Act), 42 U.S.C. 6101et seq., and its implementing regulation, at 34 C.F.R. Part 110, and Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulations, at 34 C.F.R. Part 100.

A. AGE DISCRIMINATION ACT GRIEVANCE PROCEDURES

The University will revise its policies and procedures that address complaints of age discrimination, including but not limited to the General Anti-Harassment Policy and the Harassment and Discrimination Procedures, to provide for the prompt and equitable resolution of complaints of age discrimination. In addition, the University will ensure that notice is provided to students and employees of the existence of the revised policies and procedures and that the policies and procedures are widely distributed.

Reporting Requirements: By March 30, 2018, the University will provide for OCR's review and approval a draft of the revised procedures and any additional policies or informational documents that address complaints alleging discrimination on the basis of age. OCR will review these grievance procedures and related materials in order to ensure that they comply with the Age Discrimination Act and this Agreement.

Within 45 calendar days of written notification from OCR of its approval of the revised Age Discrimination Act procedures, the University will provide written confirmation to OCR that the revised procedures were adopted and implemented and that faculty, staff, and students were provided with written notice regarding the grievance procedures for resolving Age Discrimination complaints, together with information on how to obtain a copy of the grievance procedures. The University will confirm to OCR that it has, at a minimum, made this notification through: the University's website; electronic mail messages to faculty, staff, and students; as well as by any other additional means of notification the University has deemed effective to ensure that the information is widely disseminated. The University will provide to OCR copies of, or a link to, its revised student handbooks and any other publications that contain the procedures, as well as a link to its webpage where the revised Age Discrimination grievance procedures are otherwise located.

B. NONDISCRIMINATION STATEMENT

The University will revise its notice of non-discrimination in the AAP Catalog to include the name, title, office address, and telephone number of the University’s designated employee responsible for coordinating the University’s efforts to comply with, and carry out, its Age Discrimination Act responsibilities.

Reporting Requirement: By March 30, 2018, the University will provide for OCR review and approval, a copy of its amended notice of nondiscrimination in the AAP Catalog.

Within 45 days of OCR’s approval of the notice of non-discrimination in the AAP Catalog, the University will provide to OCR documentation showing that the revised notice has been published.

C. XXXXXX

XX – paragraphs redacted -- XX

The University 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 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 of this Agreement and is in compliance with Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*, and its implementing regulations at 34 C.F.R. Part 106, the Age Discrimination Act of 1975 (the Age Act), 42 U.S.C. 6101et seq., and its implementing regulation, at 34 C.F.R. Part 110, and Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulations, at 34 C.F.R. Part 100. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

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

This Agreement will become effective immediately upon the signature of the University’s representative below.

/s/

11/3/2017

Sunil Kumar
Provost and Senior Vice President
for Academic Affairs
John Hopkins University

Date

/s/

11/3/17

U.S. Department of Education,
OCR Philadelphia Office Director

Date