

**RESOLUTION AGREEMENT**  
**OCR Complaint # 03162082**  
**TEMPLE Annapolis: a Paul Mitchell Partner School (the School)**

The School submits this Resolution Agreement to the U.S. Department of Education, Office for Civil Rights (OCR), to resolve the above-referenced complaint and ensure compliance with Title VI of the Civil Rights Act of 1964 (Title VI), Title IX of the Education Amendments of 1972 (Title IX), and the Age Discrimination Act of 1975 (the Age Act), and their implementing regulations, respectively, at 34 C.F.R. Parts 100, 106, and 110 respectively. In furtherance of this obligation, and while expressly denying any and all liability with respect to the allegation in the complaint, the School agrees to take the following actions:

**Action Items**

1. OCR has reviewed and approved the School's revised Title VI, Title IX, and Age Act Grievance Procedures (Grievance Procedures). The Grievance Procedures include the bulleted points below, incorporating appropriate due process standards and providing for the prompt and equitable resolution of complaints alleging any action prohibited by Title VI, Title IX and the Age Act.
  - a. notice to students and employees of the grievance procedures, including where complaints may be filed;
  - b. application of the grievance procedures to complaints filed by students or on their behalf alleging discrimination or sexual and/or gender-based harassment (including sexual violence) carried out by employees, other students, or third parties;
  - c. provisions for adequate, reliable, and impartial investigation of complaints, including the opportunity for both the complainant and alleged perpetrator to present witnesses and evidence;
  - d. designated and reasonably prompt time frames for the major stages of the complaint process;
  - e. written notice to the complainant and alleged perpetrator of the outcome of the complaint;
  - f. assurance that the School will take steps to prevent recurrence of any harassment (including sexual violence) and remedy discriminatory effects on the complainant and others, if appropriate;
  - g. a statement of the School's jurisdiction over Title IX complaints;
  - h. adequate definitions of sexual harassment (which includes sexual violence) and an explanation as to when such conduct creates a hostile environment;
  - i. reporting policies and protocols, including provisions for confidential reporting;
  - j. identification of the employee or employees responsible for evaluating requests for confidentiality;
  - k. notice that Title IX prohibits retaliation;
  - l. notice of a student's right to file a criminal complaint and a Title IX complaint simultaneously;

- m. notice of available interim measures that may be taken to protect the student in the educational setting;
  - n. a statement that preponderance of the evidence (*i.e.*, more likely than not that sexual violence occurred) will be the standard used in investigating a complaint;
  - o. notice of potential remedies for students;
  - p. notice of potential sanctions against perpetrators; and
  - q. sources of counseling, advocacy, and support.
2. Within 60 calendar days of the signing of this Agreement, the School will provide all students and employees with written notice regarding the revised Grievance Procedures and will post them on its website (in a manner that is searchable by the site's search engine) and publish them in the Student Handbook and Catalogue. The notification shall occur by written correspondence, email, or both and shall further provide information of where the Grievance Procedures are located on its website and, alternatively, where they may request or obtain a written copy of the Grievance Procedures.
3. By November 30, 2016, the School will draft and submit for OCR's review and approval, an appropriate notice of nondiscrimination as required by the regulations implementing Title VI at 34 C.F.R. Section 100.6 (d), the Age Act at 34 C.F.R. Section 110.25(b), and the regulations implementing Title IX at 34 C.F.R. § 106.9. This notice of nondiscrimination will state that the School does not discriminate on the basis of sex, age, or race in its education programs or activities. This notice will also state that inquiries concerning the School's compliance with Title IX may be referred to the School's Title IX Coordinator and include the name, title, office address, email address, and telephone number of the Title IX Coordinator.
4. Within 30 days of OCR's approval of the notice of nondiscrimination, the School will prominently include this notice of nondiscrimination in current student and employee handbooks, brochures, application forms, websites and other publications that provide general information about student services and School policies, as required by the regulations implementing Title VI at 34 C.F.R. Section 100.6 (d), the Age Act at 34 C.F.R. Section 110.25(b), and the regulations implementing Title IX at 34 C.F.R. § 106.9.
5. By December 1, 2016, the School will provide written notice to all students, which will address harassment, in order to promote respect and tolerance for others and to avert the establishment of a hostile environment based on race, color, national origin, age and sex for students. The School will remind students of its commitment to having a school environment free from all harassment and explain to students what they should do if they believe they or other students are being harassed. The notice will include a review of the School's grievance procedures, as well as disciplinary sanctions related to findings of violations of its policies.
6. By December 1, 2016 the School will provide notice to all teachers, administrators, and any other School personnel charged with supervising students, on the policies

and procedures referenced in Action Step 1 of the Agreement. The notice will specifically address: the responsibility of staff to report incidents of possible harassment; the procedures for doing so; instruction on how to recognize, take steps reasonably designed to prevent and respond appropriately to such harassment; and the prohibition on retaliation.

XXX-- paragraphs redacted-- XXX

### **Reporting Requirements**

1. By January 31, 2017, the School shall provide OCR with proof of notice and distribution of the revised Grievance Procedures, including copies of the written notices issued to students and employees regarding the new Grievance Procedure and a description of how the notices were distributed; copies of its revised employee handbook; and a link to its webpage where the policy is located.
2. By January 31, 2017, the School will provide OCR with a copy of the revised notice of nondiscrimination and copies of the following publications revised to include the notice of nondiscrimination: the Student Handbook/Catalogue, the Faculty Handbook, the School brochure and application, the School website, and any other publications selected by the School.
3. XXX – paragraph redacted -- XXX

The School understands that OCR will not close the monitoring of this Agreement until such time that OCR determines that the School has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI at 34 C.F.R. §§100.3(a), 100.3(b), and 100.25(d), the Age Act at 34 C.F.R. §§110.10 and 110.25, and Title IX at 34 C.F.R. §§ 106.8, 106.9, and 106.31, which were at issue in this complaint.

The School understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further the School understands that, during the monitoring of this Agreement, OCR may visit the School, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the School has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI at 34 C.F.R. §§100.3(a), 100.3(b), and 100.25(d), the Age Act at 34 C.F.R. §§110.10 and 110.25, and Title IX at 34 C.F.R. §§ 106.8, 106.9, and 106.31, which were at issue in this complaint.

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

/s/                    
President and/or Designee

          11/9/16            
Date