

**Voluntary Resolution Agreement
Franklin and Marshall College
OCR Docket Number 03162216**

In order to resolve the allegations in the above-referenced complaint filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 *et seq.*, and its implementing regulation, 34 C.F.R. Part 106, Franklin and Marshall College (the College) enters into this Voluntary Resolution Agreement (Agreement) and commits to implement the provisions set forth in this Agreement.

This Agreement does not constitute an admission of liability on the part of the College and does not constitute a determination by OCR of any violation of Title IX or its implementing regulations by the College. The College has published on its website policies and procedures that cover claims of dating violence and retaliation, which the College represents provide a prompt, equitable response to Title IX claims.

A. Anti-Retaliation Statement

1. By September 15, 2017, the College will continue to issue an anti-retaliation statement to all College students and employees, which it will also continue to publish on the College's website. The statement will provide that retaliation against individuals who file complaints about discrimination, including discrimination based on sex, or participate in the investigation of such complaints, is prohibited.
 - **Reporting Requirement:** By October 16, 2017, the College will provide a copy of its anti-retaliation statement to OCR, in accordance with action step #1. It will describe the dates and methods of its publication and provide copies of its notice as applicable.

B. XXXXXX

2. XX – paragraphs redacted – XX
3. XX – paragraphs redacted – XX
4. XX – paragraphs redacted – XX

The College understands that by signing the Agreement, it agrees to provide data and other information in a timely manner. Further, the College understands that during the monitoring of the Agreement, OCR may visit the College, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the College has fulfilled the terms of the Agreement and is in compliance with the regulation implementing Title IX, at 34 C.F.R. §§ 106.31 and 106.71, which were at issue in this case.

The College understands that OCR will not close the monitoring of this Agreement until such time that OCR determines that the College has fulfilled the terms of the Agreement and is in

compliance with the regulation implementing Title IX, at 34 C.F.R. §§106.31 and 106.71, which were at issue in this case.

The College understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings, including to enforce the specific terms and obligations of the Agreement. Before initiating administrative enforcement (34 C.F.R. §§100.9, 100.10), or judicial proceedings, including to enforce this Agreement, OCR shall give the College written notice of the alleged breach and 60 calendar days to cure the alleged breach.

/s/

6/26/2017

President or Designee

Date