

**Resolution Agreement
Morgan State University
OCR Docket Number 03162217**

The U.S. Department of Education, Office for Civil Rights, (OCR) and Morgan State University (the University) enter into this agreement to resolve an allegation in the above-referenced complaint. This agreement does not constitute an admission of liability by the University. The University assures the OCR that it will take the following actions to comply 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.

ACTION STEPS

Sex Discrimination/Sexual Harassment Grievance Procedures

1. By January 31, 2018, the University will submit to OCR for its review and approval draft Title IX grievance procedures to address complaints of sex discrimination (including sexual harassment, sexual assault, and sexual violence), as required by Title IX's implementing regulation at 34 C.F.R. § 106.8(b).

The University will ensure that these procedures provide for the prompt and equitable resolution of complaints alleging sex discrimination and will include, at a minimum, the following:

- 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 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; and
- f. assurance that the University will take steps to prevent recurrence of any sexual violence and remedy discriminatory effects on the complainant and others, if appropriate.

Reporting Requirement: By January 31, 2018, the University will submit to OCR for its review and approval its Title IX grievance procedures referenced in Action Step 1.

2. Within 60 calendar days of written notification from OCR that the grievance procedures developed in accordance with Action Step 1 are consistent with the requirements of Title IX, the University will adopt and implement the procedures and will provide all students and employees with written notice of the new grievance procedures together with information on how to obtain a copy of the grievance procedures. The University, at a minimum, will make this notification through the University’s website, electronic mail messages to employees and students, and any regularly issued newsletters (in print or online), as well as by any other additional means of notification the University deems effective to ensure that the information is widely disseminated.

Reporting Requirement: Within 90 calendar days after OCR’s approval of the Title IX procedures referenced in Action Step 1, the University will provide OCR with documentation that it has implemented Action Step 2 above, including copies of the written notices issued to all students and employees regarding the new Title IX procedures and a description of how the notices were distributed; copies of its revised student and employee handbooks; regularly issued newsletters (in print or online) and a link to its webpage where the revised Title IX procedures are located.

Title IX Coordinator

3. Within 30 calendar days from the date of this Agreement, the University will ensure that it has designated one employee to coordinate the University’s efforts to comply with Title IX, who will be titled “Title IX Coordinator,” and will publish this individual’s name or title, office address, and telephone number consistent with the requirements of Title IX at 34 C.F.R. § 106.8(a). Inserts may be used pending reprinting of the publications. If the University chooses to designate one or more persons to assist the Title IX Coordinator, its publications will make clear the scope of each person’s responsibilities (e.g., who will handle complaints by students, employees, and faculty) and will designate the University’s Title IX Coordinator to have ultimate oversight responsibility with regard to Title IX matters. Additionally, the University will publish a notice of nondiscrimination with the Title IX Coordinator’s information consistent with the requirements of Title IX at 34 C.F.R. § 106.9.

Reporting Requirement: By January 31, 2018, the University will provide to OCR a copy of the University’s notice of non-discrimination which includes the contact information for the Title IX Coordinator, as well as copies or links to the University’s publications which contain information regarding the Title IX Coordinator and any individuals designated to assist the Title IX Coordinator in accordance with Action Step 3.

Training for the Title IX Coordinator and University Personnel

4. By January 31, 2018, the University will develop and/or schedule Title IX training for its Title IX Coordinator, any other coordinators, and any other University personnel who are directly involved in processing, investigating and/or resolving complaints of sex discrimination (including sexual and/or gender-based harassment, sexual assault, or

sexual violence) or who otherwise coordinate the University’s compliance with Title IX. The training will:

- a. cover the University’s new grievance procedures for Title IX complaints;
- b. provide attendees with instruction on preventing, recognizing and appropriately addressing allegations and complaints pursuant to Title IX, including sex discrimination, sexual harassment/assault and violence; and
- c. instruct on how to conduct and document adequate, reliable, timely, and impartial Title IX investigations, including the appropriate legal standards to apply in a Title IX investigation.

Reporting Requirements: By January 31, 2018 the training required by Action Step 5, including the date the training was conducted; who conducted the training; the topics addressed during the training; and a list of all University staff who attended the training.

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 complied with the terms of this Agreement and the regulations implementing Title IX, at 34 C.F.R. §§ 106.8(a) and (b) and 106.9, which were at issue in this complaint. Upon completion of the obligations under this Agreement, OCR shall close 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/ <hr/>	8/29/2017 <hr/>
President/Designee	Date
/s/ <hr/>	8/30/2017 <hr/>
Director, OCR Philadelphia	Date