

**RESOLUTION AGREEMENT**  
**Temple University**  
**OCR Case No. 03-19-2130**

The U.S. Department of Education, Office for Civil Rights (OCR) and Temple University (the University) enter into this Resolution Agreement (Agreement) to resolve the issues in this above-referenced complaint. This Agreement does not constitute an admission of liability, nor does it constitute a finding of non-compliance or wrongdoing on the part of the University. The University assures OCR that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act and its implementing regulation at 34 C.F.R. Part 100, and Title IX of the Education Amendments of 1972 and its implementing regulation at 34 C.F.R. Part 106.

Prior to the completion of OCR’s investigation, the University agreed to resolve the issues of this investigation pursuant to Section 302 of OCR’s Case Processing Manual. Accordingly, to resolve the issues of this investigation and close the above matter, the University agrees to take the following actions.

1. Within 90 days of signing this agreement, the Temple University’s Office of Equal Opportunity Compliance will host training for XXXXXXXXXXXXXXXXXXXXXXXX University community. The training shall include, but need not be limited to, the following:
  - a. sensitivity training (race, color, and national origin), including identifying and addressing implicit bias and cultural competence; and
  - b. best practices in conflict resolution, de-escalation strategies, and classroom management.

Reporting Requirement:

Within 120 days of signing this agreement, the University will provide OCR with documentation of the trainings required under Action Step 1. This will include a copy of the attendance sheet for the trainings, the presentation materials provided by the trainers, and a description of the credentials of the trainers.

XX – Paragraphs Redacted – XX

The University understands that by signing the Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. Further, the University understands that during the monitoring of the Agreement, if necessary, OCR may visit the recipient, 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 and obligations of the Agreement. Upon the University’s satisfaction of the commitments made under the Agreement, OCR will close the case.

The University understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Agreement and/or the applicable statute(s) and

regulation(s). Before initiating such proceedings, OCR will 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.

By:       /s/       Date:       9/17/19        
President or Designee  
Michael B. Gebhardt  
University Counsel