

**VOLUNTARY RESOLUTION AGREEMENT
FAIRMONT STATE UNIVERSITY (#03202249)**

The U.S. Department Education, Office for Civil Rights (OCR), enters into this Voluntary Resolution Agreement (Agreement) with the Fairmont State University (the University), to resolve the above-referenced complaint. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by 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 of 1964 (Title VI) and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, or national origin in any program or activity receiving Federal financial assistance from the Department.

Prior to the completion of OCR’s investigation, the University agreed to resolve the issue presented in this complaint pursuant to Section 302 of OCR’s *Case Processing Manual*. Accordingly, to resolve the issue under investigation, the University agrees to take the actions outlined below.

Action Steps:

1. The University acknowledges its obligation under Title VI of the Civil Rights Act of 1964 (Title VI), at 34 C.F.R. Section 100.7(e), not to retaliate against individuals who have asserted protected rights. By **December 15, 2020**, the University will distribute a memorandum to all faculty, staff and administrators reminding them of their obligation to comply with Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulations at 34 C.F.R. Part 100, including the obligation not to retaliate against individuals who have asserted their rights pursuant to Title VI.

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Reporting Requirements:

2. By **January 15, 2020**, the University will submit to OCR a copy of the memorandum distributed to all faculty, staff and administrators at the University, a written explanation of how the memorandum was distributed, and a list of the name/title of each person receiving the memorandum.
3. **By January 15, 2020**, the University will provide OCR with a copy of the notice sent to the Complainant regarding the outcome of the investigation completed.

The University understands that by signing the resolution agreement, they agree to provide data and other information in a timely manner in accordance with the reporting requirements of the resolution agreement. Further, the University understands that during the monitoring of the resolution 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 and obligations of the resolution agreement. Upon the recipients' 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 resolution 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.

The Agreement will become effective immediately upon the signatures of the representatives of the University as noted below.

/s/

12/09/2020

President or Designee
Fairmont State University

Date