RESOLUTION AGREEMENT UNIVERSITY OF MARYLAND, COLLEGE PARK OCR DOCKET #03212167

The U.S. Department Education, Office for Civil Rights (OCR), enters into this Resolution Agreement (Agreement) with the University of Maryland, College Park (the University), to resolve the above-referenced complaint.

The University assures OCR that it will take the following actions to continue to comply with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d, and its implementing regulation at 34 C.F.R. Part 100.

The University agrees to take the following actions:

Action Step 1

The University acknowledges that it must not harass, coerce, intimidate, discriminate, or otherwise retaliate against an individual because that individual asserts a right or privilege under a law enforced by OCR or files a complaint, testifies, or participates in an OCR proceeding.

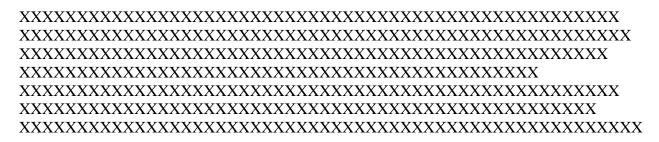
Within 15 days of signing this Agreement, the University will distribute a memorandum to all faculty, staff and administrators in the XXXXXXXXXX reminding them of their obligation to comply with the above referenced requirements, including the obligation not to retaliate against individuals who have asserted their rights to be protected from discrimination on the bases of race, color, national origin, sex, disability, or age.

Reporting Requirement:

Within 30 days of signing this Agreement, the University will submit to OCR a copy of the memorandum distributed to all faculty, staff and administrators in the XXX XXXXXXX, a written explanation of how the memorandum was distributed, and a list of the name/title of each person receiving the memorandum.

Action Step 2

XY	$\langle X \rangle$	$\langle X \rangle$	XX	$\langle X \rangle$	XX	XX	XX	XX	XX	$\langle X \rangle$	$\langle X \rangle$	XX	XX	XX	XXX	XX	XX										
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XΣ	XXΣ	XXX	XX	XXΣ	XX	XX	XX																				



Action Step 3

Reporting Requirement:

Within 60 days of signing this Agreement, the University will provide OCR with copies of the email and the letter sent by USPS mail to the Complainant as set forth in Action Step 2 and Action Step 3, as well as any response received from the Complainant.

Action Step 4

The University will require all faculty, staff, and administrators in the XXXXXXXXXX to attend anti-retaliation training pursuant to this Agreement by no later than December 31, 2022, concerning their obligation to not retaliate against individuals who have asserted their rights to be protected from discrimination on the bases of race, color, or national origin, and discrimination based on disability.

Reporting Requirement:

By February 28, 2023, the University will provide OCR with information regarding the training all faculty, staff, and administrators in the XXXXXXXXX attend in accordance with Action Step 4 above. The University shall supply the date(s) of the training(s), a copy of all training materials, and a list of attendees and their professional titles, as well as the name and professional qualifications of the person(s) who conducted the training(s).

The University understands that by signing the resolution agreement, it agrees 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 and is in compliance with Title VI and its implementing regulations, at 34 C.F.R. Part 100 that were at issue in this case. Upon the University's satisfaction of the terms and obligations of the resolution agreement and is in compliance with Title VI and its implementing regulations, at 34 C.F.R. Part 100 that were at issue in this case, OCR will close the case.

The University understands that OCR will not close the monitoring this Agreement until OCR has determined that the University has demonstrated compliance with all the terms of this Agreement and is in compliance with Title VI and its implementing regulations, which were at issue in this review.

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 statutes and regulations. Before initiating such proceedings, OCR will give the recipient written notice of the alleged breach and 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/	7/8/2022	
President or Designee	Date	
University of Maryland, College Park		