

RESOLUTION AGREEMENT
Montgomery College
Complaint Number 03-21-2170

Montgomery College (College) has entered into this agreement to resolve the allegation in the above-referenced complaint, and to ensure the College's compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. Section 1681 *et seq.*, and its implementing regulation, 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex.

In order to address the concerns identified in OCR Complaint Number 03-21-2170, the College agrees to the following terms:

Notification to Affected Students

1. By **August 15, 2023**, the College will provide all students in the Professor's XXXXXXXX XXXXXXXX class with written notice that the College completed its investigation of the complaint of sexual harassment by the Professor, including steps the College has taken to end a hostile environment for affected students.

Reporting Requirement:

By **September 15, 2023**, the College will provide OCR with a copy of the written notice of the outcome of the complaint regarding the XXXXXXXXXXXX Professor, and documentation showing that it was sent to each of the students in that class.

Climate Survey

2. By **December 15, 2023**, the College will provide OCR with documentation regarding the climate survey the College conducted in 2022 pursuant Md. Education Article Section §11-601. The College will evaluate the survey results to determine what, if any, steps the College will take in response to the information gained from the climate survey.

Reporting Requirements:

- a. By **October 15, 2023** the College will provide to OCR a copy of the survey, description of how the survey and additional steps were completed, summary frequency tables of the responses formatted in a manner that does not disclose the responses of individual respondents, and a list of the additional opportunities made available to students to provide information and the dates the opportunities were provided.
- b. By **November 1, 2023** the College will provide OCR with a description of the proposed actions that the College plans to take in response to the information gathered during the climate checks, for OCR review and approval. In addition, to the extent the College has already taken steps in response to the 2022

climate survey the College will provide OCR with a summary of the actions taken or underway.

- c. By **December 15, 2023**, if the College proposed any corrective actions in Reporting Requirement (b) for Action Step 2, the College will provide documentation to show its implementation of those actions, including a description of the corrective actions and how they were implemented.

The College understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the College understands that during the monitoring of this Agreement, if necessary, 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 recipient has fulfilled the terms and obligations of the resolution agreement.

The College understands that OCR will not close the monitoring of this Agreement until OCR determines that the College has demonstrated compliance with all the terms of this Agreement and is in compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. Section 1681 *et seq.*, and its implementing regulation, 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex, which were at issue in this Complaint.

In addition, the College understands and acknowledges that OCR may initiate administrative proceedings or judicial proceedings to enforce the specific terms and obligations of this Agreement. OCR will give the recipient 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 College's representative below.

/s/ Montgomery College President
College President

6-27-2023
Date