

Resolution Agreement
University of Georgia, School of Law
OCR Docket Number 04-15-2325

OCR and the University of Georgia (the University) enter into this Resolution Agreement (Agreement) to resolve the allegation in the above-referenced complaint. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the University. The University assures the U. S. Department of Education, Office for Civil Rights (OCR), that it will take the following actions in compliance with the requirements of Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. Section 794, and its implementing regulation at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. Sections 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35, which prohibit discrimination on the basis of disability by recipients of Federal financial assistance and public entities, respectively.

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, the University agrees to take the following actions.

LAW SCHOOL ACCESSIBILITY PLAN:

1. Within sixty (60) days of the execution of this Agreement, the University will retain a consultant¹ who is knowledgeable about the architectural accessibility requirements of Title II and Section 504.
2. Within one hundred twenty (120) days of the execution of this Agreement, the University's consultant will conduct an accessibility survey of the Law School to ensure that the Law School structures, buildings, facilities, and accessible routes, consisting of Hirsch Hall, the Law Library and Annex, Dean Rusk Center, parking lot N05 (including all of its divisions), and North Deck (collectively the Law School Facilities), are accessible to individuals with disabilities in compliance with the 2010 ADA Standards pursuant to 28 C.F.R. § 35.151(c) and the Appendix to 28 C.F.R. § 35.151(c).

The University's consultant will review the Law School Facilities and develop a written Law School Accessibility Plan (Plan) identifying the modifications that are necessary to ensure that the Law School Facilities are accessible to and usable by persons with disabilities in accordance with Section 504, Title II, and the 2010 ADA Standards.

¹ The University understands that the consultant may be an independent contractor for the University or a University employee with expertise in the architectural accessibility requirements of Title II and Section 504.

3. The Plan must ensure that the Law School Facilities comply with Section 504, Title II and the 2010 ADA Standards. The University will begin to implement the Plan no later than thirty (30) days following OCR's approval and will include a timetable for completion of all identified modifications with a time period not to exceed July 1, 2019.

Reporting Requirements:

1. Within ninety (90) days of the execution of this Agreement, the University will provide OCR with the name(s) and qualifications of the consultant, referenced in Item 1, retained by the University for purposes of this Agreement.
2. Within thirty (30) days following the University's completion of the Plan pursuant to Paragraph 2 above, the University will submit the Plan for OCR's review and approval.
3. Beginning ninety (90) days after OCR's approval of the Plan, the University will provide progress reports to OCR that provide status updates on the implementation of the Plan. The University will submit status reports to OCR every ninety (90) days regarding the implementation of this Agreement, including the completion of any renovations or modifications, as applicable. These reports will include a description of the work performed, along with blueprints, photographs (with dimensions, as applicable) and copies of any invoices or work orders (if available). The University will continue to provide OCR with progress reports until the Agreement has been fully implemented and any work to be done under the Agreement has been completed.
4. On or before July 1, 2019, upon completion of all work and modifications under the Agreement and the OCR-approved Plan, the University will make the Law School Facilities available for OCR to conduct an onsite inspection, if necessary, to ensure that the Law Facilities are in compliance with this Agreement.

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 fulfilled the terms of this Agreement and is in compliance with Section 504 and its implementing regulation at 34 C.F.R. §104.21, and Title II implementing regulation at 28 C.F.R. §35.149. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

Complaint No. 04-15-2325

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.

E. Janyce Dawkins
Director, Equal Opportunity Office & Applicant Clearing
House Title IX Coordinator & 504/ADA Coordinator
University of Georgia

Date