

**Resolution Agreement  
Tuskegee University (AL)  
OCR Complaint # 04-16-2082**

The U.S. Department of Education (Department), Office for Civil Rights (OCR), initiated the above-referenced investigation of Tuskegee University (University), pursuant to Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing regulation, 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability by recipients of Federal financial assistance. Prior to the completion of OCR's investigation, the University asked to resolve the issues of this investigation pursuant to Section 302 of OCR's Case Processing Manual (CPM). Accordingly, to ensure compliance with Section 504 and its implementing regulations and to resolve the issues of this investigation, the University voluntarily agrees to take the following actions:

**Accessible Spaces**

1. By **July 22, 2016**, the University will provide an accurate count of the total number of parking spaces per parking facility and the total number of accessible parking spaces designated at each parking facility. The University will also provide OCR with the total overall count of parking spaces on the campus.

**REPORTING REQUIREMENT:** By **July 30, 2016**, the University will provide OCR with documentation, showing an accurate count of the total number of parking spaces per parking facility and the total number of accessible parking spaces designated at each parking facility. The parking facilities shall be designated by the building(s) that use that particular parking facility/lot. The University will also provide OCR with the total overall count of parking spaces on the campus.

2. By **August 30, 2016**, the University will consult with person(s) knowledgeable about the accessibility requirements of Section 504 and Title II (ADA Consultant) and will develop a plan to bring the University's accessible parking into conformity with the 2010 ADAAG Standards, or ANSI or UFAS standards, to the extent that they apply. The plan shall make sure that all aspects of accessible parking, including, but not limited to, the minimum number of spaces, minimum width, access aisles, accessible routes, location, accessible entrances to buildings, curb ramps, slopes, and signage are in compliance with the ADAAG or other applicable standard. The plan shall contain deadlines for completion of each item.

**REPORTING REQUIREMENTS:**

(a) By **August 30, 2016**, the University will provide OCR with the documentation, showing the ADA Consultant's background and qualifications with respect to knowledge of Section 504 and Title II, specifically the ADA regulations and standards in regards to accessibility of facilities.

(b) By **September 30, 2016**, the University will provide OCR with a copy of the plan developed by the ADA Consultant for OCR's approval. If additional areas need to be addressed or the plan revised, OCR will notify the University.

(c) Within thirty (30) days of OCR's approval of the plan, the University will provide OCR with notification that it has commenced the implementation of the plan.

(d) Six (6) months from the date of the notice of the implementation of the plan, OCR will conduct an onsite review to determine progress toward completion in conformance with the 2010 ADAAG or other applicable standards.

### **Training**

3. By **September 30, 2016**, the University will make available at a mutually agreeable time and place training by OCR for its administrators and staff responsible for the implementation and enforcement of the ADA Standards in regards to accessible facilities on Section 504's general prohibition against discrimination individuals with disabilities and the accessibility requirements for facilities. Thereafter, the University, independent of OCR, will provide training regarding the same topics on a biannual basis to its personnel.

**REPORTING REQUIREMENT:** By **August 30, 2016**, or earlier, the University will provide OCR with proposed dates, times, and locations for the training to be conducted pursuant to Item 3, above.

The University 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 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 the Section 504 implementing regulation at 34 C.F.R. §§104.21-104.23.

The University understands that OCR will not close the monitoring of this Agreement until OCR determines that the University has fulfilled the terms of this Agreement and is in compliance with Section 504 implementing regulations at 34 C.F.R. §§ 104.21-104.23, which were at issue in this case.

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 a minimum of sixty (60) calendar days to cure the alleged breach.

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**University President or his Designee**

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**Date**