

**Resolution Agreement
Southern Technical College
OCR Complaint #04-16-2236**

The U.S. Department of Education (Department), Office for Civil Rights (OCR), initiated an investigation of the above-referenced complaint filed against the Southern Technical College (College), pursuant to Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. Sections 2000d *et seq.*, and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, and national origin. As a recipient of Federal financial assistance from the Department, the College is subject to the above-referenced statute. This Agreement shall not constitute an admission of liability on behalf of the College and does not constitute a finding on the part of OCR. Accordingly, to ensure compliance with the above-referenced regulations and to resolve the issues of this investigation, the College voluntarily agrees to take the following actions:

Student Remedies

1. By **February 1, 2017**, the College will send the Complainant a letter offering her re-admission into the registered nursing XXXXXXXX XXXX XXXXXXXXXXXX (XXX) program on the Sanford Campus and allow her the choice of beginning the XXXXXXXX 2017 or XXXXXXXXXXX 2017 semester.

REPORTING REQUIREMENT

By **February 10, 2017**, the College will provide OCR with a copy of the letter sent to the Complainant and will inform OCR if the Complainant elected to reenroll in the XXX program and the re-enrollment term selected by the Complainant.

2. By **January 31, 2017**, the College will provide OCR with a full accounting, along with supporting documentation, detailing every item for which the College has charged the Complainant, including but not limited to tuition, books, fees (e.g., application fee), health insurance, and any other item related to her enrollment with the College during XXXXXXX and XXXXXXX 2016 semesters. If any charge has been waived or refunded to the Complainant, the College will include this information along with supporting documentation. Additionally, the College will provide OCR with a full accounting ("student transcript"), along with supporting documentation, detailing all monies the Complainant borrowed through student loans while enrolled with the College.

REPORTING REQUIREMENT

By **January 31, 2017**, the College will provide OCR with documentation described in Item #2 for OCR's review and approval. The College will continue to clarify its accounting and provide supporting documentation until OCR reviews and approves the records.

Training

3. The College will initiate annual mandatory training for faculty, staff, and administrators in the XXX program and the Executive Director, as well as the Director of Education regarding Title VI's prohibition against discrimination and different treatment on the basis of race, color, or national origin, as well as the prohibition against retaliation. The training will include examples of prohibited discriminatory actions in administration of discipline. The training shall be provided by a source with expertise in Title VI.

REPORTING REQUIREMENT

If the College requests that OCR provide the training, by **January 31, 2017**, the College will coordinate with OCR on the proposed dates, times, and locations for the training to be conducted pursuant to Item #3 above.

If the College does not request that OCR provide the training, by **February 28, 2017**, the College will submit to OCR documentation demonstrating the completion of the training for the appropriate College faculty, staff, administrators and the Executive Director and the Director of Education. Such documentation should include the date(s) of the training session(s); a copy of the agenda for the training; the name, position, and credentials of the trainer(s); an attendance sheet signed by the participants that indicates the names and titles of each participant; and a copy of the presentation.

Review of Complaints

4. The College will assign an administrator to review the College's responses to disciplinary referrals for instances of disruptive behavior under the Code throughout the 2016-2017 academic school year to ensure compliance with Title VI.

REPORTING REQUIREMENT:

By August 7, 2017, the College will provide to OCR the number of complaints reviewed pursuant to Item #4, a copy of the referrals and any corrective action taken by the College.

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 College has fulfilled the terms of this Agreement and is in compliance with Title VI, and its implementing regulations at 34 C.F.R. § 100.3 (a) and (b)(1)(i)-(iv).

The College understands that OCR will not close the monitoring of this Agreement until OCR determines that the recipient has fulfilled the terms of this Agreement and is in compliance with the Title VI implementing regulations at 34 C.F.R. § 100.3 (a) and (b)(1)(i)-(iv), which were at issue in this case.

The College 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 College 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.

President or Designee (Signature)

Date

President or Designee (Print)