

**Resolution Agreement
Middle Georgia State University
OCR Complaint #04-17-2176**

The U.S. Department of Education, Office for Civil Rights (OCR) and Middle Georgia State University (University) enter into this Resolution Agreement (Agreement) to resolve the allegations in Complaint #04-17-2176. Prior to the completion of OCR's investigation, the University sought to resolve the issues of this investigation pursuant to Section 302 of OCR's Case Processing Manual. This Agreement does not constitute an admission of wrongdoing or liability by the University. The University assures OCR that it will take the following actions to comply with the requirements of the Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq., and its implementing regulation, 34 C.F.R. Part 110, which prohibit discrimination on the basis of age in programs or activities receiving Federal financial assistance.

To resolve the issues of this investigation, the University voluntarily agrees to take the following actions:

Student-Focused Remedy

1. **By December 1, 2018**, the University will convert the spring 2016 ECSE 4589 course (Course) to Pass/Fail credit and thereafter award the Complainant a grade of "pass" based on the cooperating teacher's evaluation of the Student's performance in the Course.

Reporting Requirement: By **November 30, 2018**, the University will provide OCR with documentation that it converted the evaluation metric for the Course to Pass/Fail and that it awarded the Complainant a grade of "Pass". Acceptable documentation shall include, but not be limited to, a copy of the Complainant's official academic transcript.

Anti-Discrimination Training

2. **By January 4, 2019**, the University will provide mandatory training for faculty and administrators in its Department of Teacher Education and Social Work in the School of Education and Behavioral Sciences on the prohibition against discrimination as detailed in the Age Act and its implementing regulations.

Reporting Requirements: **By January 15, 2019**, the University will submit to OCR documentation that it has facilitated the training required by Item 2. The documentation shall include the following: (1) the date the training required by Item 2 occurred; (2) a list of all faculty and staff that attended the training via sign-in sheets; and (3) evidence that the training materials were provided to all staff unavailable to attend the training via email or other method.

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 Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq., and its implementing regulation, 34 C.F.R. Part § 110.10. Upon completion of the obligations under this Agreement, OCR shall close this complaint.

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 District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

President or designee

Date