

**Resolution Agreement
University of Florida
OCR Complaint #04-18-2253**

The U. S. Department of Education (Department), Office for Civil Rights (OCR) and the University of Florida (University) enter into this Resolution Agreement (Resolution Agreement) to resolve the issues in the above-referenced complaint and to ensure compliance with Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 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. §§ 12131 *et seq.*, and its implementing regulation, 28 C.F.R. Part 35.

The Resolution Agreement reflects voluntary actions to be taken by the University to ensure continued compliance with Section 504 and Title II. The Resolution Agreement is not an admission of liability or wrongdoing by the University. The University agrees to implement the actions described below:

Student Focused Remedies

1. By **May 15, 2019**, the University will readmit the Complainant to its College of Dentistry and will send him a letter inviting him to reenroll for the Fall 2019 semester.
2. By **July 15, 2019**, if the Complainant chooses to reenroll, he will meet with the College of Dentistry Associate Dean of Education to determine which classes he will enroll in during the Fall 2019 semester. The Associate Dean of Education will discuss enrollment options available to the Complainant at that time, which include reenrolling in a modified curriculum, and which include retaking the DEN 5404 Dental Anatomy and Stomatognathics course, either as the only course he is enrolled in during the Fall 2019 semester, or in addition to other pre-doctoral dental courses. The University will grant the Complainant credit for all basic science courses he has passed as of the date of this Resolution Agreement, other than those of high clinical relevance. However, the Complainant may need to enroll or reenroll in some foundational courses in the College of Dentistry that are clinically related.
3. By **July 15, 2019**, if the Complainant registers with the University Disability Resource Center (DRC), the DRC will meet with the Complainant to determine what academic adjustments, if any, he will be eligible to receive for the Fall 2019 semester.

Reporting Requirements:

By **May 20, 2019**, the University will provide OCR with a copy of the letter issued to the Complainant described in Paragraph 1.

By **July 22, 2019**, the University will provide OCR with a statement confirming that the College of Dentistry Associate Dean of Education has met with the Complainant and discussed the enrollment options identified in Paragraph 2.

By **August 5, 2019**, the University will provide OCR with a letter describing the academic adjustments, if any, the Complainant will receive during the Fall 2019 semester.

Section 504 and Title II – Training of University Staff

4. By **December 15, 2019**, the University will provide training for all deans and faculty in the College of Dentistry regarding the requirements of Section 504 and Title II in regard to providing academic adjustments on exams. The training will also include information on the prohibition against retaliation against students who complain about disability discrimination.

Reporting Requirement:

Within thirty (30) days of completing the training referenced in Item 4 above, the University will submit a report to OCR describing the training provided.

The University understands that by signing the Resolution Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Resolution Agreement. Further, the University understands that during the monitoring of the Resolution 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 and obligations of the Resolution Agreement. Upon the University's satisfaction of the commitments made under the Resolution Agreement, OCR will close the case.

The University understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Resolution Agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the recipient written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Resolution Agreement will become effective immediately upon the signature of the University President or his/her designee below.

University President or designee

Date