

Resolution Agreement
Central Georgia Technical College
OCR Complaint # 04-19-2004

The U.S. Department of Education (Department), Office for Civil Rights (OCR) and Central Georgia Technical College (College), enter into this agreement to resolve the allegations in the above-referenced complaint. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the College. The College assures OCR that it will take the following actions to comply with the requirements of Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, and its implementing regulation, 34 C.F.R. Part 104.

Prior to the completion of OCR's investigation, the College 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 College agrees to take the following actions.

Complainant Focused Remedies

By **April 30, 2019**, the College will extend an offer by letter to the Complainant to participate in an interactive process to determine appropriate accommodations for any classes the Complainant may currently be enrolled in and any future classes the Complainant may elect to take at the College. Should the Complainant accept the offer and return to the College, this process shall identify the approved accommodations for the Complainant and/or the reason for a denial of an accommodation. The College shall make every effort to take reasonable steps to obtain a professional determination as to whether accommodations are appropriate and, if so, what accommodation was necessary before denying the Complainant's accommodations. This should include consideration of sign language interpreters as an auxiliary aid in the Complainant's courses. The College will provide the Complainant with written notice of her approved academic adjustment or auxiliary aid (accommodations) before the start of any course in which he enrolls at the College. If the College denies any academic adjustment or auxiliary aid (accommodation), the College will also provide the Complainant with notice of the denial and the reason for the denial.

REPORTING REQUIREMENT: By **June 30, 2019**, the College will submit to OCR a copy of any documents showing that it engaged in a deliberative process and its decision. This information should include a copy of the written notice of approved academic adjustment or auxiliary aid (accommodation) provided to the Complainant. If the College denies any academic adjustment and auxiliary aid (accommodation) requested by the Complainant, it shall provide OCR with a copy of the written explanation of the denial and information showing that the College took reasonable steps to ascertain what accommodations was necessary based on the Complainant's disability.

Additional Remedy:

By **August 31, 2019**, the College will review and assess the College's current procedures to obtain sign-in language interpreters for students who have been approved to receive sign-language interpreters through a deliberative process. The system review and assessment will be

captured in a written report and will identify the College's process to ensure that interpreters are available to student's requiring this accommodation. The College will implement all the steps identified in the review and assessment report expeditiously, but no later than **September 15, 2017**.

REPORTING REQUIREMENT: By **September 30, 2017**, the College will provide OCR with a copy of its review and assessment report consistent with Item 3, including a description of the steps that the College has taken, or will be taking in the future, to address this need.

Training

By **July 31, 2019**, the College will initiate annual training for College administrators, faculty and staff involved in the determination and implementation of academic adjustments and/or auxiliary aids (accommodations) under Section 504 on the requirements of Section 504.

REPORTING REQUIREMENT: By **August 15, 2019**, the College will provide documentation to OCR demonstrating that the College initiated the annual training described above. The documentation shall include: (1) the date of the training session; (2) a list of names and titles of the College faculty and staff who participated in the training session; (3) a description of the presenter's background and qualifications with respect to knowledge of the determination and implementation of accommodations and Section 504; and (4) a copy of the training materials disseminated.

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 the Section 504 implementing regulation at 34 C.F.R. § 104.44(a)-(d). Upon completion of the obligations under this Agreement, OCR shall close and dismiss 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.

Superintendent or Designee

Date