

**Resolution Agreement**  
**Concordia University Wisconsin**  
**OCR #05-14-2405**

Concordia University Wisconsin (the "University") submits the following Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), to resolve the above-referenced compliance review, and to ensure its compliance with Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. 794, and its implementing regulation at 34 C.F.R. Part 104.

Notice

- A. By January 15, 2015, the University will adopt and promulgate a public notice that advises interested parties that the University will make programs, services, activities, and facilities accessible to and usable by persons with disabilities upon request. When the University elects to reassign programs and activities to accessible buildings from existing facilities that are inaccessible in response to an individual's request, the University will provide notice to said individual of its election to provide program access in that manner. The University will include in the notice appropriate contact information for the staff members responsible for reassigning programs and activities to accessible buildings.

Existing Facilities<sup>1</sup>

- B. In the most expeditious manner, but no later than six months from the date of this Agreement, the University will ensure that the programs, activities and services offered by its library and Disability Support Services, when viewed in their entirety, are readily accessible to persons with disabilities. Specifically, the University may comply with this requirement, called program access, by enabling access by elevator to its library and Disability Support Services, making each of its programs and activities accessible to persons with disabilities. The University is not required to make structural changes in existing facilities where other methods are effective in achieving compliance. In choosing among available methods for meeting the requirements of the statutes, the University must give priority to methods that offer programs, activities and services to disabled persons in the most integrated setting appropriate. However, if the University elects to provide the library and Disability Support Service programs, activities and services in the present existing facility, the University will ensure that the facility is accessible and that all University programs and activities in the library and Disability Support Services are provided in an accessible location.

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<sup>1</sup> Under Section 504, an "existing facility" is a building, or part thereof, where construction was commenced on or before June 2, 1977.

New Construction<sup>2</sup>

- C. By May 29, 2015, the University will make physical modifications to parking lots K, L and M to ensure that such facilities are readily accessible to and usable by individuals with disabilities. Specifically, the University will add a sufficient number of parking spaces to parking lots K and L, as well as access aisles adjoining accessible routes in parking lots K, L, and M.
- D. To the extent that the University alters or renovates facilities or parts of facilities or constructs new facilities, such alternations, renovations, and new construction will conform to the standards for new construction of the 2010 ADA Standards for Accessible Design.

REPORTING REQUIREMENTS:

1. By February 1, 2015, the University will provide OCR with a copy of its notice, in accordance with Item A of this Agreement, and its plan for publication of the notice.
2. By April 15, 2015, the University will provide OCR with documentation that it has complied with Item B of this Agreement.
3. By June 15, 2015, the University will provide OCR with copies of documentation that it has complied with the Item C of this Agreement.

The University understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the University understands that, during the monitoring of this Agreement, OCR may visit its campus, interview University staff, 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 regulations implementing Section 504 at 34 C.F.R. §§ 104.21, 104.22 and 34 C.F.R. § 104.23(b), which were at issue in this complaint.

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 the regulations implementing 504 at 34 C.F.R. §§ 104.21, 104.22 and 34 C.F.R. § 104.23(b), which were at issue in 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 University written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

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<sup>2</sup> The Section 504 regulations at 34 C.F.R. § 104.23 apply to any facility or part of a facility where construction was commenced on or after June 3, 1977.

FOR THE University  
Mequon, Wisconsin

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For the University

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Date