

**The University of Minnesota Twin Cities
Voluntary Resolution Agreement
OCR Complaint # 05-15-2038**

The University of Minnesota Twin Cities (University) enters into this Voluntary Resolution Agreement (Agreement) with the U.S. Department of Education, Office for Civil Rights (OCR), to resolve OCR complaint # 05-15-2038. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the University. The University assures OCR that it will take the actions set forth herein to comply with the requirements of Title IX of the Education Amendments of 1972, U.S.C. §§ 1681-1688 (Title IX), and its implementing regulations at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any education program or activity operated by a recipient of Federal financial assistance from the U.S. Department of Education.

By executing this Agreement, the University agrees to modify aspects of its intercollegiate athletic program to achieve equal athletic opportunities for male and female intercollegiate student athletes with respect to the components of: locker rooms, practice and competitive facilities, and medical and training facilities and services, consistent with the requirements of the Title IX and its implementing regulation at 34 C.F.R. § 106.41(c), and applicable OCR policy.

ACTION ITEM 1: Locker Rooms, Practice and Competitive Facilities

In order to ensure equity between the men's and women's intercollegiate athletic programs, the University agrees to ensure that its men's and women's teams have access to locker rooms, practice and competitive facilities that are equivalent in quality, availability, maintenance and cleanliness, of an appropriate size to adequately accommodate all athletes, contain a sufficient number of lockers and lockers that are appropriately sized to adequately accommodate sport specific equipment and supplies, and contain equitable amenities and special features (such as team rooms, viewing rooms, nutrition centers etc.).

Reporting Requirements

1. By **October 31, 2018**, the University will provide to OCR a comprehensive plan of action for review and approval detailing the steps it will take to ensure equal opportunities for men's and women's teams in the provision of locker rooms, practice and competitive facilities as required by Action Item 1. The plan will establish a completion date no later than **February 15, 2019**. If construction is necessary, the plan will establish a completion date no later February 15, 2020.
2. Upon OCR's approval, the University will initiate implementation of the plan. The University will provide OCR with a status report by **February 15, 2019**. If construction is necessary, the University will provide OCR with status reports by, **June 28, 2019**, **August 31, 2019**, and every two months thereafter until construction is completed, demonstrating implementation of the plan referenced in Action Item 1.

ACTION ITEM 2: Medical and Training Facilities and Services

In order to ensure equity between the women's and men's intercollegiate athletic programs, the University agrees to ensure that its men's and women's teams have access to medical and training facilities and services that are equivalent in the a) availability and quality of conditioning facilities; b) availability and quality of weight and training facilities; and c) availability and qualification of athletic trainers. To that end, the University agrees to develop a comprehensive plan detailing:

a) its proposal for ensuring men's and women's teams are provided equivalent availability to conditioning facilities with adequate space to accommodate multiple athletes and teams. Such availability will ensure that conditioning space allocated for multiple teams includes an adequate number and appropriate space for examination areas/equipment, an adequate number and type of rehabilitation equipment for multiple, simultaneous use for various athletes, and the quality of such examination space, equipment, and rehabilitation equipment is maintained at a similar quality;

b) its proposal for ensuring men's and women's teams are provided equivalent weight and training facilities with adequate availability and quality to accommodate multiple athletes and teams. This may include the University reallocating weight training facilities so that an equivalent number of men's and women's teams have adequate space and adequate amounts of equipment while not overcrowding a particular location while other location(s) remain exclusive to one sport. The University also agrees to ensure that the amount of cardio and weight training equipment in weight rooms is sufficient to allow athletes from any one team to use the facility at the same time, without overcrowding and/or resulting in athletes waiting an undue amount of time for equipment use. The University also agrees to ensure the quality of the cardio and weight training equipment is equivalent in all weight rooms and training rooms. The University also agrees to ensure that the cardio and weight training equipment is properly and timely repaired, and that new cardio and weight training equipment is distributed in an equitable manner.

c) its proposal for ensuring men's and women's teams are provided equivalent availability and qualification of athletic trainers and that the athletic trainers possess similar qualifications. This shall include an appropriate number of trainers assigned to each team, and trainers that are regularly and equally available to men's and women's teams during practices and competitions. The University also agrees to ensure that teams assigned a graduate assistant trainer also have a professional trainer readily available and accessible for the team's usage and present for practices/competitions as necessary for the sport.

Reporting Requirements

1. By **October 31, 2018**, the University will provide to OCR a comprehensive plan of action for review and approval detailing the steps it will take to ensure equal opportunities for males and females in the provision of medical and training facilities and services as required by Action Items 2a, 2b and 2c. The plan will establish a completion date no later than **February 15, 2019**. If construction is necessary, the plan will establish a completion date no later than **December 20, 2019**.
2. Upon OCR's approval of the plan, the University will initiate implementation of the plan. The University will provide OCR with a status report by **February 15, 2019**. If construction is necessary, the University will provide OCR with status reports by **June 28, 2019**, and **August 31, 2019**, and every two months thereafter until construction is completed, demonstrating implementation of the plan referenced in Action Items 2a, 2b and 2c.

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

The University understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of the Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce the Agreement, OCR shall give the University 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 University's representative below.

Date