

Resolution Agreement
OCR Docket Nos. XXX 05-15-2423
Knox College

The U. S. Department of Education, Office for Civil Rights (OCR) and Knox College (College) enter into this agreement to resolve the above-referenced complaints. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the College.

As set forth herein, the College assures OCR that it will take the following actions in compliance with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§1681-1688, and its implementing regulation, 34 C.F.R. Part 106, which prohibit discrimination based upon sex in any education program or activity receiving Federal financial assistance.

I. TITLE IX SEXUAL HARASSMENT AND SEXUAL VIOLENCE EDUCATION AND TRAINING

The College affirms its commitment to maintaining its policies and procedures and to operate its program and activities in compliance with Title IX. The College also affirms its commitment to publicizing, disseminating and providing a comprehensive education and prevention program that informs the College community about the College's Title IX policies and procedures, with ongoing efforts toward strengthening individual knowledge and skills, educating students and responsible employees, and devoting resources to education and prevention. The College will provide education, prevention, and training as described below.

- A. Employee Training: By June 30, 2019, and at least annually thereafter, the College will deliver education and training programs to employees, which may include those programs that are currently offered generally and those programs currently provided to specific employees or identified groups of employees responsible for recognizing and reporting knowledge of potential incidents of sexual misconduct, as well as specialized training for employees involved in receiving, coordinating, investigating, adjudicating and otherwise addressing reports of sexual misconduct.

- B. Student Training: By June 30, 2019 and at least annually thereafter, the College will deliver education and training programs to students, which may include those programs that are currently offered generally and those programs that are currently provided to specific students or identified groups of students, such as new, transfer, and graduate students. Such trainings generally cover the rights and responsibilities of students, the College's policies and procedures, where and how to report incidents of sexual harassment or sexual violence, the Title IX Coordinator's contact information and role in the assuring Title IX compliance, definitions of prohibited conduct, information about consent, potential sanctions and other relevant information.

REPORTING REQUIREMENT: No later than June 30, 2019, the College will provide OCR with a written narrative for the recently completed academic year (a) confirming the completion of these training and education programs and (b) describing the content of the trainings.

II. STUDENT-FOCUSED REMEDIES

A. By September 15, 2018, the College’s Lead Title IX Coordinator will send individual letters via certified mail to the individual students identified to the College by OCR explaining the ways in which its grievance process has been revised to meet the Title IX requirements for complainants and respondents, and will offer each student an opportunity to meet to share concerns regarding their respective experiences with the College’s handling of their earlier reports.

REPORTING REQUIREMENTS: By October 31, 2018, the College will provide documentation to OCR that it has implemented the requirements of this item for each student.

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

The College 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 will give the College 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 College’s representative below.

President or designee

Date