

**Resolution Agreement**  
**University of Illinois – Urbana-Champaign**  
**OCR Case No. 05-16-2308**

The Board of Trustees of the University of Illinois – Urbana-Champaign (University) submits the following Resolution Agreement (Agreement) to the U.S. Department of Education (Department), Office for Civil Rights (OCR), to resolve OCR Case #05-16-2308. The University submits this Agreement to ensure its compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination based upon sex in any educational program or activity operated by a recipient of Federal financial assistance from the Department.

**NONDISCRIMINATION NOTICE**

By April 1, 2017, the University will ensure that future applicants for admission are notified that the University does not discriminate on the basis of sex in the educational program or activity which it operates, and that it is required by Title IX and its implementing regulations not to discriminate in such a manner by, at a minimum, prominently including the University's nondiscrimination statement in all applications for admission.

**Reporting Requirement:** By April 30, 2017, the University will submit to OCR documentation to demonstrate that it is appropriately notifying applicants for admission to the University that the University does not discriminate on the basis sex in the educational program or activity which it operates.

**MODIFICATION OF PRACTICES**

Effective immediately, the University will modify its practices to ensure that the University provides a prompt and equitable resolution of all complaints alleging any action which would be prohibited by Title IX, including proceeding with an internal investigation when appropriate, even if the complaining party files a complaint with an external agency containing the same allegation(s) of discrimination.

**Reporting Requirement:** By January 31, 2017, the University will provide OCR with documentation that it has notified all appropriate University staff of its modified practices, including the name and title of each individual informed, the method by which the individual was informed, and the date the individual was informed.

**DATA MAINTENANCE**

Effective immediately, for all complaints of discrimination (formal and informal) handled by the Office of Diversity, Equity and Access (ODEA), the ODEA will document its effort to provide a prompt and equitable resolution of complaints of discrimination in violation of Title IX by maintaining:

- 1.) A copy of all written reports, and a narrative of all verbal reports, of allegations of discrimination in violation of Title IX;
- 2.) A description of all actions taken in response to the report by University personnel, including the date each action was taken;

- 3.) Copies of all applicable policies, documents, records and other communications with the parties, witness statements, investigative reports, hearing transcripts, determinations, and appeal records.
- 4.) For all complaints in which the University declines to proceed with an investigation, documentation of the rationale supporting the decision and a description of how and when the decision was communicated to the complaining party.

**Reporting Requirement:** By August 1, 2017, and annually thereafter until OCR notifies the University that monitoring is closed, the University will provide OCR with copies of the required documentation for the previous school year.

### **STAFF TRAINING**

By April 1, 2017, the University will provide effective training to all ODEA employees who are directly involved in processing, investigating and/or resolving complaints or other reports of discrimination in violation of Title IX. The training shall review the University's policies and procedures on how to conduct and document adequate, reliable, and impartial investigations, including the appropriate legal standards to apply in such investigations. The training shall emphasize the need to ensure a prompt and equitable resolution of all complaints alleging any action which would be prohibited by Title IX, including proceeding with an internal investigation when appropriate, even if the complaining party files a complaint with an external agency containing the same allegation(s) of discrimination, in order to provide a prompt and equitable response to incidents of discrimination prohibited by Title IX and to ensure the University provides a nondiscriminatory environment for students, applicants for admission and employment, employees, and former employees.

**Reporting Requirement:** Within 30 calendar days of the date of the training, the University will provide OCR with documentation that it has provided appropriate University staff with the training referenced, including the dates of the training, the names and titles of the trainer(s), a copy of any materials used or distributed during the training, and a sign-in sheet with the names and titles of the University staff who attended the training.

The University understands that by signing this Agreement, it agrees to provide data and other information to OCR in a timely manner. Further, the University understands that during the monitoring of this Agreement, OCR may visit campus, interview University staff, and request additional reports or data as necessary for OCR to determine whether the University has fulfilled the terms of this Agreement and is in compliance with the regulations 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 Title IX.

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, or judicial proceedings to enforce this Agreement, OCR

shall give the University written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

Approved and agreed to on behalf of the Board of Trustees of the University of Illinois – Urbana-Champaign.

\_\_\_\_\_  
Name and Title

\_\_\_\_\_  
Date