

Resolution Agreement
OCR Case No. 05-22-2335
University of Minnesota – Twin Cities

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 the above-referenced complaint. The University agrees to take the following actions to ensure 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 on the basis of sex in any education program or activity operated by a recipient of Federal financial assistance, with respect to the issues raised in the complaint.

The University agrees to take the following action:

1. The University will revise the eligibility criteria and remove the sex-based nomination requirement of the Alpha Epsilon Iota Award (Award) so the Award will be made available regardless of sex.
2. Upon removal of the sex-based nomination, the University shall take all steps necessary to effectively communicate the eligibility requirements to potential Award recipients and University staff responsible for the identification, nomination, and or selection of potential candidates or eventual Award recipients.

REPORTING REQUIREMENTS:

As the University is not offering the Award during the 2022-2023 academic year, by July 2, 2023, the University will submit documentation to OCR demonstrating that it removed the sex-based eligibility requirement of the Award on University websites, written material advertising the Award, and internal documents used by University staff for the identification, nomination, and selection of awardees.

By February 28, 2024, the University will submit documentation to OCR verifying that it communicated the modified eligibility criteria to potential recipients and University staff responsible for the identification, nomination, and or selection of potential candidates or eventual Award recipients. The University will provide OCR documentation showing the eligibility criteria used to determine the nomination and selection of the recipient of the Award for the 2023-2024 academic year.

By July 1, 2024, the University will submit to OCR a report detailing the identification, nomination, and selection process for the 2023-2024 Award. The report will include a list of the nominees identified by sex, all relevant information used by the University to select the eventual recipient(s) of the Award, and the name and sex of Award recipient(s).

By signing the Agreement, the University agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. 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. The University understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the

University has demonstrated compliance with all the terms of this Agreement and is in compliance with the terms of the agreement and the statutes and regulations at issue in the case. The University understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings in the event of breach. Before initiating such proceedings, OCR will 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.

University President (or designee)

4-4-23

Date