

## **RESOLUTION AGREEMENT**

### **Our Lady of the Lake University (06142069)**

Our Lady of the Lake University (OLLU) voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), Dallas Office. By this Agreement, OLLU commits to the following actions, consistent with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d et seq., Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. § 794, Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq., and the Age Discrimination Act of 1975 (Age Act), 42 U.S.C. § 6101 et seq., to resolve the compliance concerns identified through OCR's investigation of the above-referenced complaint. OLLU understands that OCR will not close the monitoring of this Agreement until OCR determines that OLLU has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI, at 34 C.F.R. § 100.6(d), Section 504, at 34 C.F.R. §§ 104.7 and 104.8, Title IX, at 34 C.F.R. § 106.9, and the Age Act, at 34 C.F.R. § 110.25. OLLU understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, OLLU understands that during the monitoring of this Agreement, if necessary, OCR may visit OLLU, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether OLLU has fulfilled the terms of this Agreement and is in compliance with the regulations cited above. OLLU 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 OLLU written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach. OLLU hereby voluntarily commits to the following:

#### **Action Items**

##### ***Notice of Non-discrimination***

1. By October 9, 2015, OLLU will submit for OCR's review and approval a revised notice of non-discrimination that informs students, parents, and others that OLLU does not discriminate in its programs and activities on the bases of race, color, national origin, disability, sex, and age, and identifies by name or title, address, and telephone number the individual or individuals responsible for coordinating its non-discrimination compliance efforts. In revising the notice, OLLU may consult with OCR staff, or refer to OCR's policy statement entitled Notice of Non-Discrimination (August 2010), which is available on the Department's website at:  
<http://www.ed.gov/about/offices/list/ocr/docs/nondisc.html>.
2. By December 15, 2015, OLLU will also review and revise, as necessary, any Board policies to inform students, parents, employees, and others that OLLU does not discriminate in its programs and activities on the bases of race, color, national origin, disability, sex, or age.

3. Within 45 calendar days of receiving written approval from OCR regarding the revised notice of non-discrimination, OLLU will disseminate its revised notice of non-discrimination to students, parents, OLLU employees and others by: prominently including the notice of non-discrimination in its new and reprinted OLLU student and staff handbooks; prominently including the notice of non-discrimination in other new and reprinted OLLU publications, such as announcements, bulletins, catalogs, or application forms that it makes available to students, parents, and OLLU employees; and prominently including the notice of non-discrimination on OLLU's website. For the remainder of the 2014-2015 academic year, inserts may be used pending reprinting of these publications.

**Reporting Requirements:**

1. By October 9, 2015, OLLU will provide OCR the revised notice of non-discrimination required by Action Item 1.
2. By December 15, 2015, OLLU will provide OCR with copies of all Board policies that were revised pursuant to Action Item 2.
3. Within 45 calendar days of receiving written approval from OCR regarding the revised notice of non-discrimination, OLLU will provide OCR with a copy of the insert containing the revised notice of non-discrimination that will be disseminated to students, parents, OLLU employees, and others.

This Agreement will become effective immediately upon the signature of OLLU's representative below.

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President or designee  
Our Lady of the Lake University

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Date