

RESOLUTION AGREEMENT

Ouachita Baptist University
OCR Reference No. 06-17-2201

To resolve the above-referenced complaint brought under Section 504 of the Rehabilitation Act of 1973, the Office for Civil Rights (OCR) of the U.S. Department of Education and Ouachita Baptist University (OBU) enter into the following Resolution Agreement (Agreement). This Agreement supersedes the agreement OBU entered into on September 7, 2017. This Agreement was entered into voluntarily and does not constitute an admission of liability, non-compliance, or wrongdoing by OBU.

1. Current Online Content and Functionality. By **September 7, 2019**, OBU agrees that it will take all actions necessary to ensure that individuals with disabilities have an equal opportunity to participate in OBU's programs and activities offered through OBU's website or equally effective alternate access. To meet this commitment, OBU will: develop a strategy for identifying inaccessible content and functionality for individuals with disabilities; develop a notice to persons with disabilities regarding how to request that OBU provide access to online information or functionality; prominently post this notice on its home page and throughout its website; and develop a process to ensure that, upon request, inaccessible content and functionality will be made accessible¹ in an expedient manner.
2. New Online Content and Functionality. By **June 7, 2018**, OBU will establish a plan to ensure that all new online content and functionality developed, procured, or used after the date of this Agreement will be fully accessible to individuals with disabilities. The plan should include any staff training that may be necessary to ensure full implementation with the plan.
3. Undue Burden and Fundamental Alteration. This Agreement does not require OBU to take any action that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. In those circumstances where OBU can demonstrate compliance would result in such an alteration or burden, OBU will ensure that, to the maximum extent possible, individuals with disabilities receive the benefits or services provided by the OBU.
4. Technical Assistance. OCR will make itself available to provide technical assistance to the OBU during OBU's implementation of this Agreement.
5. Reporting Provision. By **September 7, 2019**, OBU will submit a report to OCR demonstrating that it has fully satisfied the terms of this Agreement. The report will describe benchmarks OBU has reached, and on-going efforts to maintain web accessibility and usability of OBU's website.

OBU understands that by signing the Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirement of this Agreement. Further,

¹ "Accessible," for purposes of this Agreement, means a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, within the same timeframes, and with substantially equivalent ease of use.

OBU understands that during OCR's monitoring of this Agreement, if necessary, OCR may visit OBU, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether OBU has fulfilled the terms of this Agreement. Upon OBU's satisfaction of the commitments made under this Agreement, OCR will close the case.

OBU 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 the Agreement, OCR will give OBU 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 OBU's representative below.

/s/

Dr. Ben Sells, President
Ouachita Baptist University

Date