



RESOLUTION AGREEMENT

Tulane University
OCR Case Number: 06-18-2230

A. GENERAL TERMS & PRINCIPLES:

The U.S. Department of Education's Office for Civil Rights (OCR) and Tulane University (University) enter into this agreement (Agreement) to resolve the allegations in the above-referenced complaint. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the University. The University assures OCR that it will take the following actions to comply with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681, and its implementing regulations at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex by recipients of Federal financial assistance.

Prior to the completion of OCR's investigation, the University agreed to resolve the issues of this investigation pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, to resolve the issues of this investigation, the University agrees to take the following actions.

B. ACTION ITEMS & REPORTING REQUIREMENTS:

Action Item 1

By **September 6, 2019**, the University will ensure that it is not treating male students differently on the basis of sex by providing different amounts or types of financial assistance, limiting eligibility for financial assistance, applying different criteria for financial assistance, or otherwise discriminating with respect to financial assistance on the basis of sex, in accordance with the requirements of 34 C.F.R. § 106.37.

Reporting Requirements: Action Item 1

By **September 6, 2019**, the University will submit to OCR a narrative explaining any alterations that it made to the following items to comply with this Action Item and copies of the relevant governing documents, application materials, selection criteria, and promotional materials (e.g., links to website postings) for the following items:

- a. Landor Lewis and Shirley Gauff Awards,
- b. Grace Hopper Celebration Grants,
- c. Skau Art & Music Fund,
- d. Newcomb Alumnae Association Grants and Other Awards,
- e. NCI Student Research Grants,
- f. NCI Summer Internship Funding Program,
- g. Public Leadership Education Network Grants,
- h. Boggs Congressional Fellowship, and
- i. Any financial assistance (i.e., scholarships, fellowships, and other forms of financial assistance) that the University identifies as requiring alteration to comply with this Action Item.

Action Item 2

By **September 6, 2019**, the University will ensure that it is not treating men differently on the basis of sex through its experiential learning opportunities, programs, and student organizations, in accordance with the requirements of 34 C.F.R. § 106.31.

Reporting Requirements: Action Item 2

By **September 6, 2019**, the University will submit to OCR a narrative explaining any alterations that it made to the following items to comply with this Action Item and copies of the relevant governing documents, application materials, selection criteria, and promotional materials (e.g., links to website postings) for the following items:

- a. Women-to-Women Mentoring Program,
- b. Under the Oaks: Daisy Chain,
- c. Tulane Newcomb Scholars Program,
- d. Tulane Women and Youth Supporting Each Other,
- e. Newcomb Alumnae Association,
- f. African-American Women's Society,
- g. Newcomb Senate,
- h. Tulane Women in Technology, and
- i. Any experiential learning opportunities, programs, and student organizations that the University identifies as requiring alteration to comply with this Action Item.

Action Item 3

By **March 29, 2019**, the University will provide OCR, for OCR's review and approval, proposed training for University administrators responsible for approving financial assistance opportunities, experiential learning opportunities, programs, and student organizations, such as the items identified in Action Items 1 and 2. The training must be conducted by a person or persons knowledgeable about the relevant requirements of Title IX and must address, at a minimum, the following:

- a. Title IX's requirements with respect to nondiscrimination in financial assistance (34 C.F.R. § 106.37); and
- b. Title IX's prohibition of sex discrimination (including sex discrimination against men), including with respect to participation criteria for experiential learning opportunities, programs, and student organizations.

Reporting Requirements: Action Item 3

- a. By **March 29, 2019**, the University will provide OCR, for OCR's review and approval, the proposed training materials to be used and distributed during the training described in this Action Item, including all speaker's notes, handouts, and

PowerPoints (or other presentations), and the name, title, contact information, and qualifications of the trainer(s).

- b. **Within thirty-five (35) calendar days after the University receives written notification of OCR’s approval of the training described in this Action Item**, the University will provide to OCR documentation demonstrating that the University provided training to relevant personnel, including the date(s) of the training; the names, titles, contact information, and qualifications of the trainer(s); a copy of all materials used and distributed during the training; and a sign-in sheet with the names and titles of individuals who attended the training.

C. EXECUTION:

The University understands that, by signing this Agreement, it agrees to provide the foregoing information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the University understands that, during the monitoring of this 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 this Agreement and is in compliance with Title IX. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

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 (34 C.F.R. §§ 100.9, 100.10) 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.

This Agreement will become effective immediately upon the signature of the University’s representative below.

President or Designee’s Name/Title

President or Designee’s Signature

Date