

Resolution Agreement
Southeast Community College
OCR Case 07-11-6001

Southeast Community College (College) submits the following Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR) to resolve compliance review 07-11-6001, pertaining to the College's self-identified science, technology, engineering, and mathematics (STEM) programs and career and technical education programs with strong STEM components. The College submits this Agreement pursuant to Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688, and its implementing regulation, 34 C.F.R. Part 106, which prohibit discrimination based upon sex in any education program or activity receiving Federal financial assistance.

Nothing in this Agreement is intended, or should be construed, as an admission of any wrongdoing or noncompliance under Title IX on the part of the College.

Before the conclusion of OCR's investigation, the College expressed an interest in voluntarily resolving the compliance review; accordingly, the College agrees to take the following actions.

STEM PROGRAMS

The College will enhance and/or modify its recruitment, retention, and student success strategies to promote equitable (on the basis of sex) student enrollment and completion in STEM programs. A group of individuals identified by the College will oversee this process.

1. The group will be tasked with gathering and analyzing information about the recruitment, enrollment, and retention of students in the College's STEM courses and programs from a variety of sources, such as the Title IX Coordinator; College administrators; members of the College's Office of Institutional Research; student recruiters, advisors, and retention specialists; faculty; and student representatives.
2. The College's Office of Institutional Research will be responsible for coordinating all data collection, analyses, and reporting of relevant information. The College will develop a timeline for the collection and review of all data elements.

REPORTING REQUIREMENT: By _____, the College will submit to OCR a summary of the College's review and assessment of the recruitment, enrollment, and retention of students in the College's STEM courses and programs, including the names and titles of the individuals tasked with gathering and analyzing the information reviewed and assessed; a summary of the information reviewed and analyzed;¹ and a summary of the College's conclusions regarding the recruitment, enrollment, and retention of students in the College's STEM courses and programs.

¹ At its discretion, OCR may request to review data and other information reviewed and analyzed by the College pursuant to Item 2.

3. Based upon the results of the review and assessment pursuant to Item 2, the College will develop a responsive plan, which identifies the actions it will take to ensure that all students are provided with equitable access and equitable opportunity to participate in the College’s STEM courses and programs. The responsive plan will include a timeline for the implementation of each identified action and will also identify the current, as well as any new, methods to measure and evaluate the impact of the action(s) the College will take.

REPORTING REQUIREMENT: By _____, the College will submit to OCR a copy of its responsive plan.

4. Beginning with the 2019-20 academic year and continuing through the 2020-21 academic year, the College will initiate the assessment of the impact of the responsive plan developed pursuant to Item 3, and its ongoing efforts to increase equitable student participation and retention in STEM courses and programs.

REPORTING REQUIREMENT: By _____, for the 2019-20 academic year, and by the same date for the 2020-21 academic year, the College will submit documentation to OCR demonstrating implementation of each recommended action for that academic year, along with information about the success of each recommended action, and new recommended actions, if any, based on the College’s experiences.

TITLE IX COORDINATION

5. The College will ensure that the Title IX Policies and Procedures² include, at a minimum, the name or title, office address, telephone number, and email address for the current Title IX Coordinator and all other individuals on each campus to whom students are directed to report sex discrimination including sexual harassment.
6. Beginning with 2019-20 academic year, the College will include information during new student orientation, which notifies students the College does not discriminate on the basis of sex in its educational programs and activities, and that it is prohibited from engaging in such discrimination by Title IX. The included information will also identify the individual designated to coordinate the College’s efforts to comply with Title IX by name and provide that individual’s office address and telephone number.

REPORTING REQUIREMENT: By _____, the College will provide OCR with documentation, including copies of any materials that were used or distributed to students, demonstrating completion of Items 5 and 6.

² This includes but is not limited to “Harassment, Discrimination and Adherence to Title IX: Sexual Misconduct Policy,” “Southeast Community College Sexual & Relationship Violence: Rights & Reporting Options,” “Southeast Community College Student Code of Conduct,” and “Grievance/Hearing/Appeal Procedures for Students,” as well as any employee policies and procedures applicable to allegations of sexual harassment, which are collectively referred to as the Title IX Policies and Procedures in this Agreement.

7. Commencing with the 2019-20 academic year, the Title IX Coordinator will conduct an annual review of all reports and complaints of sexual harassment made known to the College through any office, department, organization, or individual, and the College's response to each, to determine whether any incidents of alleged sex discrimination or sexual harassment³ by current or former STEM students or STEM instructors or administrators contributed to inequitable student attrition in STEM courses or programs.

The Title IX Coordinator will prepare a written summary of the review and include recommendations, if any, for further actions to be taken as a result of the review. The Title IX Coordinator will oversee the implementation of the recommendations made pursuant to each annual review.

REPORTING REQUIREMENT: By _____, the College will submit a copy of the written summary prepared for the 2019-20 annual review to OCR. Unless otherwise requested during the monitoring of this Agreement, the College will not need to submit subsequent annual summaries to OCR for review.

OCR General Resolution Provisions

The College understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the College understands that, during the monitoring of this Agreement, OCR may visit the College, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the College has fulfilled the terms of this Agreement.

The College understands that the OCR will not close the monitoring of this Agreement until OCR determines that the College has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title IX, at 34 C.F.R. §§ 106.8, 106.9, 106.21, 106.23, 106.31, and 106.36, which were at issue in this review.

The College 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 the specific terms and obligations of this Agreement, OCR shall give the College written notice of the alleged breach and 60 calendar days to cure the alleged breach.

Approved and agreed to on behalf of
Southeast Community College.

President or designee

Date

³ For purposes of this Agreement, sexual harassment refers to gender-based harassment, sexual violence, and all forms of harassment prohibited by Title IX.