



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE FOR CIVIL RIGHTS -- REGION VII

September 12, 2014

XXXXXX XXXXXX
XXXXXX XXXXXX XXXXXX XXXXXX XXXXXX and
XXXXXX

Mid-America Christian University
3500 SW 119th Street
Oklahoma City, Oklahoma 73170

Re: OCR Docket # 07142186

Dear XXXXXX. XXXXXX:

On March 18, 2014, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received a complaint alleging discrimination on the basis of disability by the Mid-America Christian University (University), Oklahoma City, Oklahoma. This letter is to confirm the University has voluntarily submitted a Resolution Agreement (Agreement) to resolve this complaint.

The complainant alleged the University withdrew her from the University because of her perceived disability (XXXXXX).

OCR is responsible for enforcing Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 United States Code (U.S.C.) § 794, and its implementing regulation, 34 Code of Federal Regulations (C.F.R.) Part 104. Section 504 prohibits discrimination on the basis of disability by recipients of Federal financial assistance.

As a recipient of Federal financial assistance from the Department, the University is subject to Section 504. Additional information about the laws OCR enforces is available on our website at <http://www.ed.gov/ocr>.

During the investigation, OCR reviewed the University's combined notice of nondiscrimination and Section 504 grievance procedures and identified several sections of those documents that raised potential compliance concerns. However, prior to the completion of OCR's investigation, the University submitted a signed Agreement (copy enclosed) on September 11, 2014 that, when fully implemented, will address the allegation of this complaint. The Agreement requires the University to: 1) offer to readmit the complainant to the University applying the same standards as would be applied to a student who does not have a disability; 2) revise and republish its notice of nondiscrimination; 3) develop and implement 504 grievance procedures for students; 4) revise its student discipline policies and procedures to ensure consistency with the direct threat provisions of Section 504; and 5) provide training to University officials regarding Section 504 and the new

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policies and procedures required under the Agreement. Please consult the Agreement for further details.

OCR considers the allegation of this complaint resolved effective the date of this letter and will monitor the University's implementation of the Agreement. When OCR concludes the University has fully implemented the terms of the Agreement, OCR will close the complaint. If the University fails to carry out the Agreement, OCR may resume its investigation.

This letter sets forth OCR's determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public. The Complainant may have the right to file a private suit in federal court whether or not OCR finds a violation.

Please be advised that the University may not harass, coerce, intimidate, or discriminate against any individual because he or she has filed a complaint or participated in the complaint resolution process. If this happens, the Complainant may file another complaint alleging such treatment.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. In the event that OCR receives such a request, we will seek to protect, to the extent provided by law, personally identifiable information, which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

OCR is committed to prompt and effective service. If you have any questions, please contact XXXXX XXXXX, Equal Opportunity Specialist, at (816) 268- XXXX (voice) or (877) 521-2172 (telecommunications device for the deaf), or by email at XXXXX.XXXXX@ed.gov.

Sincerely,

/s/ Joshua Douglass

Joshua Douglass
Supervisory Attorney