

RESOLUTION AGREEMENT
Northwest Missouri State University
OCR Case Numbers: 07172013, 07172066,
07172067, 07172068, and 07172069

The Northwest Missouri State University (University), Maryville, Missouri, enters into this Resolution Agreement (Agreement) to resolve the above-referenced complaints filed under Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any education program or activity receiving Federal financial assistance (FFA). Under Title IX, OCR has enforcement jurisdiction over recipients of FFA from the Department.

Before OCR completed its investigation, the University agreed to resolve the complaints pursuant to Section 302 of OCR's Case Processing Manual. OCR has not made any conclusions of law or issued a final determination with regard to the allegation of sex discrimination in these complaints. While the University agrees to take the following actions, nothing contained in this Agreement shall be construed as an admission on the part of the University to the allegations in these complaints, nor shall anything in this Agreement be construed as an admission of the veracity of any facts, or liability arising from, any pending or future litigation involving the circumstances giving rise to the allegations in these complaints.

1. The University will describe its process for assessing and implementing equitable interim measures for complainants and respondents under the new Title IX regulations effective August 14, 2020.

REPORTING REQUIREMENT: By October 30, 2020, the University will provide OCR with a description of its process for assessing and implementing equitable interim measures for complainants and respondents under Title IX.

2. The University will provide or procure training for its Title IX Coordinator and other Title IX team members as required by the new Title IX regulations effective August 14, 2020. The training shall include content on the University's process for assessing and implementing interim measures as described in Item 1.

REPORTING REQUIREMENT: By November 30, 2020, the University will provide documentation to OCR demonstrating that it provided training in accordance with Item 2 above. The documentation will include, at a minimum, the name(s) and credentials of the trainer(s), the date(s) and time(s) of the training(s), and the names and positions/titles of staff in attendance.

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, and its implementing regulation 34 C.F.R. § 106.31. Upon completion of the obligations under this Agreement, OCR shall close 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.

On behalf of the University

Date