

RESOLUTION AGREEMENT
Webster University
OCR Case Number: 07-19-2073

The U.S. Department of Education (Department), Office for Civil Rights (OCR), and Webster University (University), St. Louis, Missouri, enter into this Resolution Agreement (Agreement) to resolve the above-referenced complaint 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 prohibits discrimination on the basis of sex in any program or activity receiving Federal financial assistance from the Department.

Before OCR completed its investigation, the University agreed to resolve the complaint 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 this complaint. 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 the complaint.

I. RECORD KEEPING AND MAINTENANCE OF RECORDS

The University will develop and implement a record-keeping system and procedures that adequately and accurately document and preserve all complaints of sexual harassment, and the University's responses to reports of sexual harassment and investigations of complaints of sex discrimination, including any written documentation sent to or received in relation to the complaint, interview notes, witness statements, relevant correspondence, notices, disciplinary sanctions, and interim relief.

REPORTING REQUIREMENT: By _____, the University will provide OCR a copy of its Title IX record-keeping system and procedures developed pursuant to this item and identify the date of implementation.

II. TITLE IX COORDINATOR

The University will ensure the individual it has designated to coordinate its efforts to comply with and carry out its responsibilities under Title IX (Title IX Coordinator) is trained and qualified to fulfill the obligations of the position.

REPORTING REQUIREMENT: By _____, the University will provide OCR the name of its Title IX Coordinator and documentation demonstrating the individual possess the necessary training and qualifications for the position.

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