

Resolution Agreement
St. Louis Community College
OCR Case Number: 07212158

The St. Louis Community College agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegations investigated in Office for Civil Rights (OCR) Complaint No. 07212158 pursuant to Section 302 of OCR's *Case Processing Manual*. The College voluntarily agreed to resolve this complaint prior to the conclusion of OCR's investigation. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the College.

The College agrees to take one of the following actions as it pertains to the Black Male Achievers Academy (BMAA):

- a. The College will ensure that the BMAA is open to individuals of any color and sex by changing the name of the BMAA to eliminate any suggestion that it is limited by color or sex and ensuring that all communications related to the BMAA effectively state that the program is open to individuals of any color and sex (these communications will include the promotion of and recruitment for the program and all materials governing the program); OR
- b. The College will ensure that the BMAA is open to individuals of any color and sex and that it may maintain the name of the BMAA, provided that the College can develop and implement strategies to effectively communicate to the applicable College community and public that the BMAA, notwithstanding the name, is open to individuals of any color and sex (these communications will include the promotion of and recruitment for the program and all materials governing the program); OR
- c. The College will discontinue the BMAA.

REPORTING REQUIREMENT:

The College will report to OCR its decision regarding the future of the BMAA and the steps taken to resolve the concerns by XXXXX XX, XXXX.

- If proceeding with option (a) above, the College will provide a report of all steps taken to make the BMAA open to individuals of any color or sex.
- If proceeding with option (b) above, the College will provide a strategic plan or other materials which demonstrate how the College will effectively communicate to the College community and the public that the BMAA is open to individuals of any color and sex despite its name. Additionally, for the XXXX-XX XXX XXXX-XX academic years, the College will collect and submit to OCR by XXX XX XX XXXX XXX XXXX the following information: a list of all individuals who applied for the BMAA by name or unique identifier, color, and sex; an indication of whether they were permitted to participate; and

for those individuals who applied but were not permitted to participate, the reason(s) for not allowing their participation.

- If proceeding with option (c) above, the College will report all steps taken to discontinue the BMAA.

The College understands that by signing this Resolution Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the College understands that during the monitoring of this Agreement, if necessary, OCR may visit the College, interview staff and students, and request such additional reports or data as necessary for OCR to determine whether the College has fulfilled the terms of this Agreement. Upon completion of the obligations under this Agreement, OCR will close this case.

The College understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this Agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the College written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

[NAME]
XX. XXXX XXXXXXXX,
XXXXXXXXXX of St. Louis
Community College

Date