

RESOLUTION AGREEMENT
Arkansas State University
OCR Complaint No. 07232125

Arkansas State University (the University) submits this voluntary Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), to resolve OCR Case No. 07232125 and ensure the University's compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 et seq., and its implementing regulation, 34 C.F.R. Part 106. The University voluntarily agreed to resolve this complaint prior to the conclusion of OCR's investigation. Both the University and OCR agree that there is no finding of a violation of any law, rule, or regulation by the University, and the University does not make any admission of any violation by entering into this Agreement.

The University agrees to take the following actions:

Action Item 1

The University will review and revise its Title IX Grievance Procedures, as necessary, to ensure they are consistent with the requirements of 34 C.F.R. § 106.8(c) and provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by Title IX. The Grievance Procedures should include but are not limited to: (a) the procedure for reporting or filing a complaint of discrimination based on sex (other than sexual harassment), including any actions prohibited by 34 C.F.R. § 106.31; (b) the procedure for reporting or filing a formal complaint of sexual harassment; and (c) the procedure for how the University will respond to complaints alleging discrimination based on sex.

Following the University's review and revision of its Title IX Grievance Procedures, the University will provide notification of the revised Title IX Grievance Procedures in accordance with 34 C.F.R. § 106.8.

Reporting Requirements:

- (a) Within 60 days of the execution of this Agreement, the University will submit to OCR evidence that it has reviewed, revised, and provided the notifications required by 34 C.F.R. § 106.8. The University will provide OCR with documentation that it has completed this item, including copies of written notices to students and employees, and a copy of any publications (such as student handbooks) or a link to any website containing the Grievance Procedures.
- (b) By September 6, 2024, the University will submit to OCR a report that contains a spreadsheet with the following information regarding Title IX student complaints/reports filed during the 2023–24 academic year that result in an investigation: (a) the date the student complaint was filed with or received by the Title IX Office; (b) the date the investigation began; (c) the date the investigation was completed; the (d) the date a determination or resolution letter or report was issued to the Student.

Action Item 2

Following the adoption of the policies and procedures set forth in Item 1 of this Agreement and no later than May 1, 2024, the University will provide training on its revised Title IX Grievance Procedures to its Title IX Coordinator(s) and any other University personnel involved in investigating or making decisions regarding Title IX complaints. The training will be conducted by an individual(s) knowledgeable about the requirements of Title IX.

Reporting Requirements

By May 15, 2024, the University will provide OCR documentation showing it has completed the training required by Section 2 of this Agreement. The documentation must include the following: (1) the name and qualifications of the individual(s) who conducted the training; (2) the date(s) of the training session(s); (3) a copy of the agenda and/or training materials; and (4) a sign-in sheet or other document showing the names and titles of participants.

The University understands that by signing this Agreement, the University agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the 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 and obligations of this Agreement.

The University understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the University is in compliance with the terms of the Agreement and the statute and regulations at issue in the case.

The University understands and acknowledges that OCR may initiate administrative enforcement proceedings or refer this case to the Department of Justice (DOJ) for judicial proceedings to enforce the specific terms of the Agreement and the applicable statute and regulations. Before initiating such proceedings, OCR will give the University written notice of the alleged breach and 60 calendar days to cure the alleged breach.

XXXXXX XXXXX, XXXXX XXXXX
Arkansas State University System

Date