Resolution Agreement Front Range Community College Complaint No. 08-15-2140

In order to resolve an allegation in Case Number 08-15-2140, filed against Front Range Community College ("College") and opened for investigation by the U.S. Department of Education, Office for Civil Rights (OCR) pursuant to Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794 (Section 504) and its implementing regulation at 34 C.F.R. part 104 and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. §§ 12131–65, and its implementing regulation at 28 C.F.R. part 35, the College agrees to implement the following Resolution Agreement.

During the course of OCR's investigation, before OCR had made any findings, the College indicated its willingness to take steps necessary to ensure compliance with Section 504 and Title II. Pursuant to Section 302 of OCR's *Case Processing Manual*, a complaint allegation may be resolved when, before the conclusion of an investigation, a recipient expresses an interest in resolving the allegation and issues, and OCR determines that it is appropriate to resolve them with an agreement during the course of an investigation. The College's decision to enter into this Agreement is not an admission of liability or wrong-doing, nor shall it be construed as such.

RESOLUTION ACTIONS

1. Revision to the College's Disability Policies and Procedures. The College will review, and, if necessary, revise its policies and procedures (hereinafter "policies/procedures") for the provision of accommodations for students with disabilities, who request such accommodations. OCR will review the draft policies/procedures to ensure that these are consistent with 34 C.F.R. 104.44.

REPORTING REQUIREMENT: By December 31, 2015, the College will provide for OCR's review and approval a copy of their draft revisions to the College's policies/procedures.

2. Feedback and Approval. OCR will provide feedback, suggestions, and ideas to the College on ways to improve these policies/procedures. Within 30 days of OCR's approval of the draft policies/procedures, the College will adopt and implement the policies/procedures.

REPORTING REQUIREMENT: Within 30 days of the final adoption of the revised policies/procedures, the College will document to OCR that it has adopted and implemented these policies/procedures.

3. Training. Once the new policies and procedures are adopted, the College will offer training to their faculty and staff, highlighting the changes to the policies/procedures. The training will be provided to the staff person who allegedly failed to provide the complainant's academic adjustments. Additionally, attendees should include individuals

For Front Range Community College:

who regularly interact with students with disabilities and who would be responsible for implementing accommodations approved by the Office of Disability Support Services.

REPORTING REQUIREMENT: The College will provide a report demonstrating that the College has offered training on the policies/procedures. The report will include the names and position titles of the individuals who attended the training and the date that they took the training.

4. Individual Relief. By December 31, 2015, the College will offer the Complainant the opportunity to re-take NUA 101 (or an alternative, comparable course) at no additional cost to him.

REPORTING REQUIREMENT: The College will provide OCR with a copy of the correspondence sent to the Complainant offering an opportunity to re-take the course.

The College understands that by signing this 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 the Agreement, if necessary, OCR may visit the College, interview College employees and students, and request such additional reports or data as are necessary for OCR to determine whether the College has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Section 504 and Title II, which were at issue in this case.

The College understands that OCR will not close the monitoring of the Agreement until such time that OCR determines that the College has fulfilled the terms of the Agreement and is in compliance with the statute(s) and regulations that were at issue in this case.

The College 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 College written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

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/s/	8/27/2015	_
		Date