

**Resolution Agreement
Northcentral University
Complaint No. 08-16-2076**

In order to resolve the allegations that the University retaliated against the Complainant by giving her a written reprimand after she advocated for individuals with disabilities in case number 08-16-2076 filed against Northcentral University 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 to resolve an incidental compliance concern identified by OCR with respect to Section 504, the University agrees to implement this Resolution Agreement. Entering into this agreement is not an admission of liability or wrongdoing by Northcentral University.

1. The University shall rescind the December 10, 2015 reprimand letter to the Complainant. The University will notify the Complainant that the reprimand has been rescinded and removed from her personnel file.

REPORTING REQUIREMENT: By July 5, 2016, the University shall provide to OCR proof that the reprimand has been rescinded and the Complainant notified of the action.

2. If the University determines that the Complainant's behavior, that is unrelated to her protected advocacy, still warrants a reprimand letter, the University will draft a new reprimand letter that is devoid of any reference to protected advocacy actions (e.g., advocacy regarding disability rights) on the part of the Complainant, as a basis for the reprimand.

REPORTING REQUIREMENT: By July 22, 2016, the University will submit to OCR for its review and approval the new reprimand letter, if the University chooses to issue the Complainant a reprimand.

3. Within 10 days of receipt of notice of OCR's approval of a drafted reprimand letter, the University will issue the reprimand to the Complainant.

REPORTING REQUIREMENT: Within 10 days after the completion of this item, the University will submit documentation to OCR demonstrating completion.

4. The President of the University will issue a letter to all department heads and supervisors of personnel citing to and reinforcing the University's policy on the prohibition against retaliation, specifically with reference to the University's obligation to comply with Section 504.

REPORTING REQUIREMENT: By July 22, 2016, the University will submit to OCR for its review and approval the draft letter from the President.

5. Within 30 days of the receipt of notice of OCR's approval of the President's letter, the University will issue the letter to all department heads and supervisors of personnel.

REPORTING REQUIREMENT: Within 10 days after the completion of this item, the University will submit documentation to OCR of verification of its transmittal to the designated recipients.

6. The University will make changes to the notification required by 34 C.F.R. Section 104.8 to accurately reflect the person or persons designated to coordinate its efforts to comply with the Regulation.

REPORTING REQUIREMENT: By July 22, 2016, the University will submit to OCR for its review and approval the notification required by 34 C.F.R. Section 104.8.

7. Within 30 days of the receipt of notice of OCR's approval of the required notice, the University will adopt, implement, and publish the notice in its student and employee handbooks and incorporate it into the University's website. The University will take appropriate steps to ensure that parties identified in 34 C.F.R. Section 104.8 are appropriately notified.

REPORTING REQUIREMENT: Within 10 days after the completion of this item, the University will submit documentation to OCR that it has completed this item and include copies of the notice included in student and employee handbooks, the website, and any other appropriate publications.

The University shall comply with any additional OCR requests for monitoring reports related to the terms of this Agreement as necessary until the University demonstrates full compliance with all terms of this Agreement.

The University understands that OCR will not close the monitoring of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulations implementing Section 504 of the Rehabilitation Act of 1973, which were at issue in this case.

The University understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further the University understands that during the monitoring of this Agreement, OCR may visit the District, interview staff and students and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Section 504 at 34 C.F.R. §§ 104.8(a) and 34 C.F.R. § 104.61, which incorporates 34 C.F.R. § 100.7(e), which were at issue in this complaint.

The University understands that OCR will not close the monitoring of this Agreement until OCR determines that the University has fulfilled the terms of this Agreement and is in compliance

