



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

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July 20, 2018

Andy Feinstein, Ph.D  
President  
University of Northern Colorado  
Carter 4000; Campus Box: 59  
Greeley, CO 80639

By email only to [XXXXXXXXXXXX](#)

Re: University of Northern Colorado  
Case Number: 08-17-2237

Dear President Feinstein:

This letter advises you of the resolution of a complaint filed with our office alleging that the University of Northern Colorado (University) discriminated on the basis of disability. Specifically, the complainant alleged that the University failed to provide a prompt and equitable resolution of her complaint of disability discrimination filed with the University in March 2018.

We began investigating the complaint pursuant to Section 504 of the Rehabilitation Act of 1973 and its implementing regulation at 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability in programs and activities that receive Federal financial assistance from the U.S. Department of Education, and Title II of the Americans with Disabilities Act of 1990 and its implementing regulation at 28 C.F.R. Part 35, which prohibit discrimination on the basis of disability by public entities. As a recipient of Federal financial assistance from the Department and a public entity, the University is subject to these laws and regulations.

On or about June 19, 2018, prior to submitting a comprehensive data response in this case, the University indicated its desire to voluntarily enter into an agreement to resolve the allegation pursuant to Section 302 of the *Case Processing Manual*. We reviewed this request and determined that it justified entering into an agreement without completing a full investigation of the complaint.

On July 20, 2018, we received the signed Resolution Agreement, which is enclosed. When the Agreement is fully implemented, the allegations will be resolved consistent with the requirements of Section 504, Title II, and their implementing regulations. OCR will monitor implementation of the Agreement through periodic reports demonstrating the terms of the Agreement have been fulfilled. We will provide written notice of any deficiencies regarding the implementation of the terms of the Agreement and will promptly require actions to address such deficiencies. If the University fails to implement the Agreement, we will take appropriate action, as described in the Agreement.

We thank the University for voluntarily entering into this Agreement. OCR is closing the investigative phase of this case effective the date of this letter. The case is now in the monitoring phase. The monitoring phase of this case will be completed when OCR determines that the University has fulfilled all of the terms of the Agreement. When the monitoring phase of this case is complete, OCR will close case number 08-18-2237 and will send a letter to the University stating that this case is closed.

This letter sets forth OCR's determination in individual OCR cases. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public.

OCR routinely advises recipients of Federal funds that Federal regulations prohibit intimidation, harassment, or retaliation against those filing complaints with OCR and those participating in a complaint investigation. Complainants and participants who feel that such actions have occurred may file a separate complaint with OCR.

Please also note that the complainant may have the right to file a private suit in Federal court whether or not OCR finds a violation.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. In the event that OCR receives such a request, we will seek to protect, to the extent provided by law, personally identifiable information, which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

Thank you for the courtesy and cooperation you and your staff extended to us during the investigation of this case. If you have any questions or concerns, please feel free to contact XXXXXXXXXXXX, at XXXXXXXXXX or me at XXXXXXXXXXXX.

Sincerely,

Thomas M. Rock  
Supervising General Attorney

Enclosure – Resolution Agreement

cc: Dan Satriana, General Counsel, by email only