

RESOLUTION AGREEMENT
Empire Beauty Schools
Case Number 08-20-2284

Empire Beauty Schools (School) enters into this agreement to resolve the allegations in the above-referenced complaint. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the School. The School assures OCR that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and their implementing regulations. As a recipient of Federal financial assistance from the Department, the School is subject to these laws and regulations.

Prior to the completion of OCR's investigation, the School agreed to resolve the issues of this investigation pursuant to Section 302 of OCR's Case Processing Manual. Accordingly, to resolve the issues of this investigation, the School agrees to take the following actions.

A. Policies and Procedures.

1. **Review and Revise.** The School will review and revise its policies and procedures, specifically addressing how to file a complaint of discrimination. The School will ensure that the policies and procedures:
 - a. are drafted consistent with the grievance procedures required under Title IX;
 - b. articulate the process for submitting a complaint on the basis of race, color, national origin, age, and sex;
 - c. are consistent and do not conflict with one another, if separate forms, platforms, or processes, are utilized; and,
 - d. provide for a prompt and equitable response.
2. **Publication and Dissemination.** Within thirty (30) calendar days of receiving OCR approval of the policies and procedures under Reporting Requirement (A)(1), the School will adopt, publish, and implement the approved policies and procedures. The School will disseminate the policies and procedures to all current students and staff using its standard methods for disseminating new information and policies and procedures which affects the School's current students and staff. The School will also remove any older versions of the policies and procedures that are available online.

Reporting Requirement (A)(1): Within thirty (30) calendar days of signing the Agreement, the School will provide, for OCR's review, approval, and feedback, the School's revised draft policies and procedures, drafted according to Paragraph (A)(1). The School will promptly and fully address feedback, if any, from OCR until it receives OCR's approval of the policies and procedures.

Reporting Requirement (A)(2): Within thirty (30) calendar days of publishing and disseminating the policies and procedures, the School will provide documentation to OCR demonstrating its compliance with Paragraph (A)(2). The School will promptly and fully address feedback, if any, from OCR until it receives OCR's approval of the

publication and dissemination of the policies and procedures and notification from OCR that no further reporting is required under Paragraph (A).

- B. **Investigation.** The School will conduct an investigation in response to the complaint submitted by the Complainant on June XX, 2020, regarding allegations of discrimination. The investigation will be conducted pursuant to the requirements of Title IX and its implementing regulations, as well as the School’s policies and procedures for addressing discrimination on any other basis which may be addressed in the complaint.

Reporting Requirement (B)(1): Within sixty (60) calendar days of signing the Agreement, the School will provide OCR with documentation that demonstrates it has complied with the requirements set forth in Paragraph B. The School will promptly and fully address feedback, if any, from OCR until it receives OCR’s approval regarding the investigation and notification from OCR that no further reporting is required under Paragraph (B).

The School 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 School understands that during the monitoring of the Agreement, if necessary, OCR may visit the School, interview School employees and students, and request such additional reports or data as are necessary for OCR to determine whether the School has fulfilled the terms of this Agreement. The School understands that OCR will not close the monitoring of this Agreement until OCR determines that the School has demonstrated compliance with the laws and regulations which were at issue in this case. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

The School understands that OCR will not close the monitoring of this Agreement until OCR determines that the School has demonstrated compliance with all the terms of this Agreement and is in compliance with Title VI and its implementing regulations, 34 C.F.R. Part 100, Title IX and its implementing regulations, 34 C.F.R. Part 106, and the Age Discrimination Act and its implementing regulations, 34 C.F.R. Part 110, which were at issue in this Complaint.

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

For Empire Beauty Schools:

/s/

Franklin K. Schoeneman, Chairman/CEO

9/2/2022_____
Date