

RESOLUTION AGREEMENT
Colorado State University
08-22-2077

The U.S. Department of Education (Department), Office for Civil Rights (OCR) and Colorado State University (the University) enter 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 University. The University assures OCR that it will take the following actions to ensure compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any education program or activity operated by a recipient of federal financial assistance from the Department.

Term I: Advertising the Professional Development Opportunity

For the next two academic years (2022-2023 and 2023-2024), the University will demonstrate inclusion of a statement of non-discrimination in all advertisements, solicitations, promotional emails, and promotional materials regarding professional development opportunities offered through the HERS Institute, explicitly stating that the professional development opportunity is open to all employees, regardless of sex or gender. These materials will make clear both that the University will support applicants in applying to the HERS Institute regardless of sex or gender and that the HERS Institute will accept University participants into their programs, regardless of sex or gender.

REPORTING REQUIREMENT: Within thirty (30) days of the publishing or sending of any advertisement, solicitation, promotional email, or promotional material regarding professional development opportunities through the HERS Institute, the University will provide a copy of it to OCR. If OCR has any feedback regarding the documentation, the University will incorporate OCR's feedback and post a follow-up publication, if necessary.

The University understands that by signing this Agreement, it agrees to provide data and other information that is required by this Agreement in a timely manner. Further, the University understands that OCR will not close the monitoring of this Agreement until OCR determines that the University has demonstrated compliance with all the terms of this Agreement and is in compliance with Title IX and its implementing regulations, 34 C.F.R. Part 106, which were at issue in this complaint.

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

This Agreement will become effective immediately upon the signature of the University representative below.

/s/
Colorado State University Representative

5/5/2022
Date