

University of La Verne  
09-13-2063  
Resolution Agreement

The University of La Verne, without admitting to any violation of federal law, agrees to implement this Resolution Agreement (Agreement), in order to resolve the issues investigated by the U.S. Department of Education Office for Civil Rights (OCR) under Title IX of the Education Amendments of 1972 in the above referenced case.

I. Specific Provisions

- A. The University will adopt grievance procedures for use by students and employees that provide for the prompt and equitable resolution of complaints alleging discrimination on the basis of sex, including pregnancy. The procedures will include the following:
1. Notice to students and employees of where to file complaints;
  2. Application of the procedures to complaints alleging discrimination by employees, other students, or third parties;
  3. Adequate, reliable, and impartial investigation of complaints;
  4. Designated and reasonably prompt timeframes for major stages of the complaint process;
  5. Notice to the parties of the outcome of the complaint investigation; and
  6. An assurance that steps will be taken to prevent recurrence of any discrimination and to correct its effects.
- B. By June 13, 2014, the University will provide OCR with a draft of the grievance procedures described in ¶ A, above. The University will work cooperatively with OCR to address any questions or concerns, and will adopt and fully implement the procedures within 45 days after OCR's approval.
- C. Within 30 days after the procedure is finalized, the University will notify all members of its Senior Management Council, and all deans and department chairs of the requirements of the procedures.
- D. Within 60 days after the procedures are finalized, the University include notice and a summary of the procedures on its website. Notice and a summary of the procedures in the University catalog for the 2014-15 academic year and thereafter, and in all faculty and staff handbooks.

**II. Reporting**

Within 45 days after the final adoption of the grievance procedures, the University will provide the following information to OCR:

1. A copy of the final procedures;
2. A copy of the notice provided to the Senior Management Council, and all deans and department chairs concerning the procedures;
3. Copies or web links to handbooks and other documents and web pages providing notice of the procedures to students and staff.

**III. General Provisions**

- A. 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 University, interview staff and students and request such additional reports or data as are necessary for OCR to determine whether the University has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title IX, at 34 C.F.R. part 106, which were at issue in this complaint.
- B. 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 with the regulation implementing Title IX, at 34 C.F.R. Part 106.
- C. 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 a minimum of sixty (60) calendar days to cure the alleged breach.

\_\_\_\_\_/s/\_\_\_\_\_  
Signature

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05/28/2014  
Date