

Resolution Agreement
Pepperdine University
OCR Case Number 09-15-2412

To resolve the concerns identified by the U.S. Department of Education, Office for Civil Rights (OCR), in the above referenced complaint filed under Section 504 of the Rehabilitation Act of 1973 (Section 504), Pepperdine University (University), without admitting to any violation of law, agrees to implement the following provisions in this Resolution Agreement (Agreement).

I. Guidance and Training Regarding Responding to Complaints of Discrimination and Harassment on the Basis of Disability

- A. The University will provide training on its obligation to promptly and equitably investigate reports and complaints of discrimination, including harassment, based on disability. The training will be provided to all relevant administrators and investigators in the University's Graziadio Graduate School of Business and Management and the University's Disability Services Office. The training will include discussion of the University's obligation to respond once it has oral or written notice of discrimination or harassment of a student on the basis of disability, and that in all cases the University must conduct a prompt, thorough and impartial inquiry designed to reliably determine what occurred and, if discrimination is found, take reasonable steps designed to stop the discrimination, address any harm caused by the discrimination, and prevent its recurrence.
- B. The University will distribute a guidance memorandum that includes the information in Section I.A above to all administrators who serve as grievance officers within its graduate programs.

II. Reporting

- A. Within 45 days of the date this Agreement is signed, the University will provide a draft of the guidance memorandum and draft training materials, prepared pursuant to Section I.A and B. above, to OCR for review and approval.
- B. The University will finalize the memorandum and provide documentation of distribution consistent with Section I.B within 15 days of receiving OCR's approval.
- C. Within 45 days of receiving OCR's approval of the information about the training pursuant to Section II.A. above, the University will provide OCR with documentation of the training, including: (a) the names and titles of the trainer(s), (b) the dates of the trainings, (c) a copy of the final agenda and materials used at each of the trainings, and (d) a list of the participants and titles.

III. Monitoring

The University understands that OCR will not close the monitoring of this Agreement until such time that OCR determines that the University has fulfilled the terms of this Agreement and is in compliance with the Section 504 and its implementing regulations, 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 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 Section 504 and its implementing regulations, which were at issue in this case.

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) days to cure the alleged breach.

_____/s/_____
Authorized Official
Pepperdine University

_____08/16/2016_____
Date