

**Resolution Agreement**  
**The University of Southern California**  
**OCR Case No. 09-17-2130**

The University of Southern California (University) agrees to implement the following provisions in this Resolution Agreement (Agreement) to resolve the concerns raised by the U.S. Department of Education, Office for Civil Rights (OCR), under Title II of the Americans with Disabilities Act (Title II) and Section 504 of the Rehabilitation Act (Section 504) in the above-referenced complaint.

The University agrees to take the following steps:

**I. Individual Student**

- A. Within fifteen days of the date of this agreement, the University will send a letter to the complainant, a draft of which was sent to and approved by OCR. The letter is to include:
- B. An offer to hold a meeting with the Student at which the following is to occur:
  - a. This meeting is to be attended by individuals knowledgeable about the Student, including staff from the University's Disability Services and Programs (DSP) Office.
  - b. The University will engage in the interactive process with the Student to discuss whether the auxiliary aids and services for which he is currently approved meet his needs, or whether he requires additional or alternative auxiliary aids and services.
  - c. In particular, the University and the Student will discuss whether the Student needs a chair or a recording device, and whether he has any questions, comments or concerns regarding his receipt of class notes.
- C. An offer to hold a meeting with the Student, which may be held in tandem with the meeting described in Section I.B. above, if all parties agree, at which the following is to occur:
  - a. This meeting, or this part of the meeting, is to be attended by staff from the University's central Human Resources Office, including the employment Disability Accommodation Coordinator, and one or more representative(s) from the Student's program of study.
  - b. The University and the Student will discuss student employment positions of potential interest to the Student which offer comparable compensation; the process for applying for reasonable accommodations for the application process for such positions; and the process for ensuring expedient review of any requests for reasonable accommodations by the Student for such positions.

D. The following assurances:

- a. A statement of the University’s commitment to a work and academic environment free of unlawful harassment or discrimination;
- b. A statement that it is a violation of University policy to retaliate against those who file complaints, which includes attempts or threats of retaliation or efforts to impede an investigation; and
- c. A statement that the University will not retaliate against the Student for filing complaints.

E. Within five days of the date on which the University sends the letter to the Student via e-mail and postal mail, the University will provide proof of delivery and a copy of the final letter to OCR.

**II. Monitoring**

The University understands that OCR will not close the monitoring of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulations implementing Section 504 and Title II at 34 C.F.R. Part 104 and 28 C.F.R. Part 35, which were at issue in this case.

The University also 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 University understands that during the monitoring of this agreement, if necessary, 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 regulation implementing Section 504 and Title II.

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.

\_\_\_\_\_/s/\_\_\_\_\_  
Todd R. Dickey  
Senior Vice President, Administration  
University of Southern California

\_\_\_\_\_/05/09/2017\_\_\_\_\_  
Date