

**Resolution Agreement**  
Case No. 09-17-2481  
Humboldt State University

In order to resolve the concerns identified by the U.S. Department of Education, Office for Civil Rights (OCR), in the investigation of the above-referenced complaint filed against Humboldt State University (the University) pursuant to Title IX of the Education Amendments of 1972 (Title IX), and its implementing regulation, the University agrees to take the actions in this Resolution Agreement (Agreement).

**I. Protocols**

- A. The University will develop a protocol(s) that address: (1) how the Title IX Office will communicate effectively with the parties when a different investigator/point of contact has been assigned and if a communicated deadline for completing a stage in the investigation process will not be completed in the time originally indicated; (2) how to ensure that Title IX investigations will continue in a reasonably prompt manner in a situation where emergencies have required staffing changes; and (3) how to ensure prompt and effective communication to parties about a no contact order, if issued, including, but not limited to, its scope, impact on extracurricular activities, and how the University will investigate alleged no contact order violations.
- B. Reporting Requirements: By December 15, 2017, the University will submit to OCR a draft of the protocol(s) required by Section I.A. for OCR's review and approval. Within fifteen working days of OCR's approval of the draft protocol(s), the University will distribute the final protocol(s) to all Title IX Office staff and provide documentation to OCR that it has distributed the protocol(s).

**II. Training**

- A. The University will provide training to all Title IX Office staff on the protocol(s) described in Section I.A. above after OCR approves the final protocol(s) as required by Section I.B. above.
- B. Reporting Requirements:
  - 1. Within 15 working days of OCR's approval of the draft protocol(s), the University will identify an individual with relevant experience to conduct the training required by Section II.A. and provide the name, title, and qualifications of this individual and a copy of the agenda and training materials for OCR's review and approval.
  - 2. Within fifteen working days after completing the training, the University will provide OCR a report that includes documentation that demonstrates the training occurred, including the date of the training, the name(s) of the trainer(s), sign-in sheets with participant names and titles, list of Title IX Office staff, and a copy of the final materials used by the University in the training.
  - 3. If the University provides separate trainings for the protocols described in Section II.A., the University will provide the documentation required by Sections II.B.1. and II.B.2. per training.

### **III. Monitoring**

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 Title IX and its implementing regulations, which were at issue in this case. Upon completion of the obligations under this Agreement, OCR shall close and dismiss 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) calendar days to cure the alleged breach.

\_\_\_\_\_/s/\_\_\_\_\_  
Colleen Mullery  
Senior Associate Vice President  
Title IX Coordinator

\_\_\_\_\_10/26/2017\_\_\_\_\_  
Date