

Resolution Agreement

Case No. 09-18-2119

Cinta Aveda Institute

The Cinta Aveda Institute (Institute), without admitting any violation of the law, agrees to implement this Resolution Agreement (Agreement) in order to resolve the allegations identified by the U.S. Department of Education, Office for Civil Rights (OCR) under Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 794 *et seq.* (Section 504) and Title IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. §1681 *et seq.*, and their implementing regulations.

I. Response to Notice of Harassment and Denial of Accommodations

The Institute will investigate the Complainant's report of sexual harassment by a peer, disability harassment by an Instructor and denial of accommodations, as described in the Complainant's December X, 2017 email complaint. The Institute will execute an adequate and reliable investigation and determine whether there was discrimination based on sex and disability, and any responses or actions needed to prevent recurrence of discrimination and/or harassment, eliminate any hostile environment that may have been created, and remedy the effects.

Reporting Requirements

- A. By August 1, 2018, the Institute will provide OCR for review and approval a copy of the investigative report and the draft notice of the outcome, which shall include a description of the investigative findings, a final determination and, as appropriate, any remedies and sanctions.
- B. Within fifteen (15) calendar days of OCR's approval of the investigative report and notice of the outcome, the Institute shall issue the notice of the outcome to the Complainant.

II. Monitoring

- A. The Institute 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 the Agreement. Further the Institute understands that during the monitoring of the Agreement, if necessary, OCR may visit the Institute, interview staff and students and request such additional reports or data as are necessary for OCR to determine whether the Institute has fulfilled the terms of this Agreement. Upon the Institute's satisfaction of the commitments made under the Agreement, OCR will close the case.
- B. The Institute understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of the Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10),

or judicial proceedings to enforce the Agreement, OCR will give the Institute written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

_____/s/_____
Mariela Onisko
Institute Director

April 30, 2018