

**Resolution Agreement
American Beauty College
Case Number 09-19-2405**

American Beauty College, (College), without admitting to any violation of law, agrees to implement this Resolution Agreement (Agreement) to resolve the compliance concerns identified by the U.S. Department of Education, Office for Civil Rights (OCR), under the Age Discrimination Act of 1975 (AgeDA), 42 U.S.C. § 6100 *et seq.*, and its implementing regulations at 34 C.F.R. Part 110, in the above-referenced OCR case number.

I. PROVISIONS

- A. The College shall adopt and publish grievance procedures providing for prompt and equitable resolution of complaints alleging any action that would be prohibited by the AgeDA or its implementing regulations.
- B. The College will ensure that its AgeDA Coordinator, and any College employees identified by the College as having responsibilities for AgeDA compliance, will attend training on the general requirements of the AgeDA and its implementing regulations. The training will include examples of what age discrimination is, including age-based harassment, and how to effectively resolve student complaints of age discrimination.
- C. The College will revise its publication(s), including its College Catalog and others that include its notice, to include its statement that it does not discriminate on the basis of age, and to include the identify (name or title, address, and telephone number) of the College's employee (AgeDA Coordinator) designated to coordinate its efforts to comply with and carry out its responsibilities under the AgeDA and its implementing regulations, including investigation of any complaints that the College receives alleging any actions that are prohibited by the AgeDA and its implementing regulations.
- D. The College shall take steps to notify its students that it does not discriminate on the basis of age, to include distribution to all students its revised publication(s).
- E. On the same day it distributes the revised publication(s), and each day thereafter if necessary, the College will make an oral announcement once in each class in which students are enrolled until all classes have received the oral announcement. The announcement will include (1) a reminder to students that the College does not permit discrimination on the basis of age, including harassment; (2) instructions that student with questions or concerns about age discrimination may locate information in revised College publication(s); and (3) a statement that students with questions or concerns about age discrimination may contact the AgeDA Coordinator.

II. REPORTING

- A. By August 31, 2020, the College will submit a draft of its AgeDA grievance procedures for OCR's review and approval. Within 30 days of OCR's approval of the procedures, the

College will adopt and publish the procedures and provide OCR with documentation that it has completed provision I.A.

- B. Within 20 calendar days after adopting and publishing the procedures, the College will provide AgeDA training, and within 5 calendar days of the training, provide to OCR documentation that it has completed provision I.B, including a dated sign-in sheet with the full name and title of each training participant, the duration of the training, the name and title of the person providing the training, and a copy of any training documents used during the training.
- C. Within 30 calendar days after adopting and publishing the procedures, the College will revise its publication(s) and provide to OCR documentation that it has completed provision I.C.
- D. Within 30 calendar days after adopting and publishing the procedures, the College will notify its students and provide to OCR documentation that it has completed provision I.D.
- E. Within 5 calendar days after making the last oral announcement in each of its classes, the College will provide to OCR a statement or other documentation that includes the details of when the announcement(s) were made and by whom to show that it has completed provision I.E.

III. MONITORING

The College understands that by signing the resolution agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the resolution agreement. Further the College understands that during the monitoring of the resolution agreement, if necessary, OCR may visit the College, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the College has fulfilled the terms and obligations of the resolution agreement. Upon the College's satisfaction of the commitments made under the resolution agreement, OCR will close the case.

The College understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the resolution agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the College written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

_____/s/_____
Angelyne Roman
American Beauty College

_____03/03/2020_____
Date