

Resolution Agreement
Complaint No. 09-22-2155
California State Polytechnic University, Pomona

In order to resolve the compliance concerns identified by the U.S. Department of Education, Office for Civil Rights (OCR), in the investigation of the above-referenced complaint filed against California State Polytechnic University, Pomona (University) pursuant to Title IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. §§ 1681-1688, and its implementing regulation, 34 C.F.R. Part 106, the University agrees to take the actions identified in this Resolution Agreement (Agreement).

I. Systemic Remedy

A. Title IX Training and Guidance Memorandum.

The University will facilitate training for all faculty and students in its “NASA Cal Poly Pomona Business Start-Up Program” and issue to them a written guidance memorandum regarding the following: (1) the University’s responsibilities under Title IX, including its prohibition of harassment and discrimination based upon sex; and (2) the University’s policies and procedures for reporting and responding to complaints of sex-based discrimination.

Additionally, prior to the start of the 2023-2024 NASA Cal Poly Pomona Business Start-Up Program, the University will provide the Title IX training and guidance memo described in Section I.A. of the Agreement to all new faculty and students participating in program.

B. Reporting Requirement:

1. Within three weeks prior to the scheduled Title IX training, the University will submit a draft of the guidance memorandum, training materials, and name/title of the proposed trainers as described in Section I.A. of the Agreement to OCR for review and approval.
2. Prior to the start of the next NASA Cal Poly Pomona Business Start-Up Program, the University will provide the training required in Section I.A. of the Agreement to all faculty and students currently (Spring 2023) participating in the NASA Cal Poly Pomona Business Start-Up Program. During or immediately following the training, the University will issue the guidance memorandum to all faculty and student participants and inform OCR within ten (10) days that it has done so.
3. Within three weeks following the conclusion of the training, the University will provide OCR with the following information: the dates of the training, the names and titles of the trainer(s); a copy of any materials used or distributed during the training; sign-in sheets or other documentation evidencing the faculty and students who

attended the training; and a list of individuals who did not attend the training, and a plan for providing them with the training.

4. Prior to the start of the next NASA Cal Poly Pomona Business Start-Up Program, the University will provide the training required in Section I.A. of the Agreement to all new faculty and new students enrolled during 2023-2024 in the NASA Cal Poly Pomona Business Start-Up Program. During or immediately following the training, the University will issue the guidance memorandum and inform OCR within ten (10) days that it has done so.

C. Letter of Recommendation

The University will provide the Student with a favorable letter of recommendation regarding her participation in the NASA Cal Poly Pomona Business Start-Up Program including that she was among the XXXXX project co-founders; as well as will confirm this information during any subsequent reference check regarding employment for the Student.

D. Reporting:

1. By April 1, 2023, the University provide a draft of the letter of the favorable recommendation described in Section II.C. of the Agreement to OCR for review and approval. The University agrees to provide the letter to the Student within ten (10) days of OCR's approval.

II. Monitoring

By signing the resolution agreement, the University agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the resolution agreement.

During the monitoring of the resolution 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 and obligations of the resolution agreement. The University understands that OCR will not close the monitoring of the resolution agreement until such time as OCR determines that the University has demonstrated compliance with the terms of the agreement and the statute and regulations at issue in this case.

The University understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings to enforce the specific terms of the resolution agreement and the applicable statute and regulations. Before initiating such proceedings, OCR will give the University written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

Signed:

_____/s/_____
Title

_____02/23/2023_____
Date