

VOLUNTARY RESOLUTION AGREEMENT

I. INTRODUCTION

Lower Columbia College enters into this agreement to resolve the allegations in a complaint (Reference No. 10132192) filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Title IX of the Education Amendments of 1972 and the regulations that implement the statute at 34 CFR Part 106.

II. GENERAL PROVISIONS

- A. This agreement resolves the allegations in OCR Reference No. 10132192 and does not constitute an admission by the college of any violation of Title IX or any other law.
- B. OCR agrees to discontinue its investigation of OCR Reference No. 10132192 based upon the district's commitment to take the actions specified in this agreement which, when fully implemented, will resolve the allegations in this case.
- C. The college 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 college understands that during the monitoring of the implementation of this 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 of this agreement and is in compliance with the regulations implementing Title IX at 34 CFR 106.31, 106.37(a)(1) and (3), and 106.40(a) and (b)(1), which were at issue in this case.
- D. The college understands that OCR will not close the monitoring of the implementation of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulations implementing Title IX at 34 CFR 106.31, 106.37(a)(1) and (3), and 106.40(a) and (b)(1), which were at issue in this case.
- E. The college 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 CFR 100.9, 100.10) or judicial proceedings to enforce this agreement, OCR shall give the college written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

III. RESOLUTION PROVISIONS

A. Procedures and Practices

1. By May 1, 2014, the college will review and revise, as necessary, the college's current Title IX policies, procedures and practices to ensure that pregnant students (or students who have been pregnant) are not excluded from participating or treated differently from other students, on the basis of pregnancy or parental status, in any part of the college's educational program, including consideration for financial aid.
2. By May 15, 2014, the college will submit its proposed revisions to OCR for review and approval. If OCR suggests further revision to the college's policies, procedures and practices, the college will incorporate the suggested revision unless there is disagreement. In the event of such disagreement, the college will work with OCR to resolve the disagreement in good faith.
3. The college will adopt and implement its revised policies, procedures and practices within 14 calendar days of approval by OCR. It is the intent of the parties that the revised policies, procedures and practices will be adopted and implemented no later than August 1, 2014.

B. Notice and Training

1. By August 1, 2014, the college will provide written notice to all college administrators and staff of the college's revised policies, procedures and practices which were reviewed and, if needed, revised under Section III.A., above.
2. By September 1, 2014, the college will provide training to administrators and staff in the college's Department of Financial Aid on the college's Title IX obligation to ensure that pregnant students (or students who have been pregnant) are not excluded from participating or treated differently from other students, on the basis of pregnancy or parental status, in any part of the college's educational program, including consideration for financial aid.

C. Student-Specific Actions

1. By May 1, 2014, the college will draft a letter to the complainant stating:
 - a. its commitment to ensure that it does not discriminate against students on the basis of pregnancy or parental status in any of its programs and activities, including financial aid programs,

- b. the actions the college is taking, pursuant to the voluntary resolution agreement, to revise its policies, procedures, and practices and to notify and train its administrators and staff of the college's Title IX obligation to ensure that pregnant students (or students who have been pregnant) are not excluded from participating or treated differently from other students, on the basis of pregnancy or parental status, in any part of the college's educational program, including financial aid; and
 - c. the college will waive tuition for the student's first quarter of reenrollment if the student is accepted and reenrolls in the college no later than fall quarter of the 2014-2015 academic year, and the student notifies the individual or office specified in the letter, prior to the end of the first week of the first quarter of her reenrollment, that she has reenrolled and wishes to accept the tuition waiver.
2. By May 15, 2014, the college will submit its draft letter to the complainant to OCR for review and approval. If OCR suggests revision to the letter, the college will incorporate the suggested revision unless there is disagreement. In the event of such disagreement, the college will work with OCR to resolve the disagreement in good faith.
 3. The college will send its letter to the complainant within 14 calendar days of approval by OCR. It is the intent of the parties that the letter will be sent to the complainant no later than June 15, 2014.

IV. REPORTING

A. Policies and Procedures

By August 15, 2014, the college will provide OCR notice that the revised policies, procedures and practices referenced above in section III.A of the agreement have been adopted and implemented.

B. Notice and Training

1. By August 15, 2014, the college will provide OCR a copy of the written notice referenced above in section III.B.1.
2. By September 15, 2014, the college will provide OCR a report on the training referenced above in section III.B.2, including a copy of the training materials, date of training, a copy of the attendance sheet, and the name and title of the trainer.

C. Student-Specific Actions

1. By July 1, 2014, the college will provide OCR with a copy of the letter sent to the complainant referenced above in section III.C.

2. By November 1, 2014, the college will provide OCR with a report stating whether the student notified the college of her reenrollment at the college and, if so, the actions taken by the college to implement the tuition waiver as required above in section III.C.

By: _____ / s / _____

Christopher Bailey

President

Lower Columbia College

Date: _04/15/2014_____