

VOLUNTARY RESOLUTION AGREEMENT

I. INTRODUCTION

The University of Alaska – Fairbanks (university) enters into this Voluntary Resolution Agreement (agreement) to resolve the compliance concerns identified in the investigation of a complaint (OCR Reference No. 10152023) filed with the U.S. Department of Education, Office for Civil Rights (OCR) under Title IX of the 1972 Education Amendments (Title IX).

II. REMEDIAL PROVISIONS

A. Faculty and Staff Training

1. Within 90 days following the receipt of written OCR approval for the university's training materials and proposed trainers, the university will train its Department of Psychology faculty, administrators, and staff, and its Human Resources staff, on retaliation under Title IX, how to respond to complaints alleging such retaliation, and an understanding of the university's responsibilities under Title IX to address allegations of retaliation. The training will also provide examples of situations illustrating an individual raising protected activity, and examples of actions that may be considered retaliatory in nature, such as those presented in the instant complaint that was the subject of this agreement.
2. Reporting Requirements:
 - (a) By October 1, 2019, the university will provide OCR with a draft of the proposed training materials for review and approval, along with the name(s), title(s) and qualification(s) of the proposed trainer(s) for review and approval. If OCR requires any changes to the draft training materials or with respect to the proposed trainers, the university will make OCR's requested edits and resubmit a draft of the training materials and information regarding proposed trainers within 30 calendar days of receiving OCR's notice of required edits. OCR and the university will repeat this process until OCR approves the training materials and proposed trainers.
 - (b) Within 30 days following the university's delivery of the approved training, the university will provide documentation to OCR demonstrating that it has conducted the training. The documentation will include, at a minimum: the date(s) of the training; the name(s), title(s) and qualifications of the trainer(s); a copy of any materials presented or distributed during the

training; and a list of the names and position titles of the individuals who completed the training.

B. Student Specific Remedies

1. The university will review all of its files regarding the student's XXXXXX teaching assistantship and academic performance and identify all documents, whether in electronic or paper format, that indicate that the student was terminated in XXXXXX for performance concerns such as, but not limited to, behavior, attitude, client care concerns, failing to show up for work, or inability to work with colleagues. The university will expunge all references from these documents reflecting any performance concerns related to the termination of her teaching assistantship.
2. Reporting Requirement: By November 1, 2019, the university will provide documentation to OCR demonstrating its compliance with section II.B.1, including but not limited to a copy of the expunged documents.
3. The university will provide compensation for the stipend and tuition award that the student lost for the XXXXX semester as a direct result of the alleged retaliation against the student, not to exceed \$11,552.
4. Reporting Requirement:
 - (a) Within 14 calendar days of providing the compensation to the student, the university will provide documentation to OCR demonstrating its compliance with section II.B.3.

III. GENERAL PROVISIONS

- A. The university understands that by signing this agreement, it agrees to provide OCR data and other information in a timely manner in accordance with the reporting requirements of the agreement. 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.
- B. Upon the university's satisfaction of the commitments made under the agreement, OCR will close the case.

- C. The university understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this agreement. Before initiating such proceedings, OCR shall give the university written notice of the alleged breach and 60 calendar days to cure the alleged breach.

Signed:

_____/s/_____
Daniel M. White
Chancellor
University of Alaska - Fairbanks

_____August 14, 2019_____
Date