

VOLUNTARY RESOLUTION AGREEMENT
OCR REF. NO 10172082
EASTERN WASHINGTON UNIVERSITY

I. INTRODUCTION

Eastern Washington University (university) voluntarily agrees to take the following actions in this agreement to resolve an allegation in a complaint (OCR Reference No. 10172082), filed with the U.S. Department of Education (Department), Office for Civil Rights (OCR), under Title IX of the Education Amendments of 1972 (Title IX). Title IX prohibits discrimination and retaliation on the basis of sex in programs and activities that receive federal financial assistance.

II. TRAINING TO FACULTY AND STAFF

- A. The university will develop a training to be provided to all faculty and staff who work on Title IX matters for the university, the Dean, Associate Dean, and Chair within the Department of Music, and the Dean of the College of Arts, Letters, and Education regarding Title IX's prohibition on retaliation for engaging in civil rights related protected activity. The proposed training will include, at a minimum: (a) information that Title IX and its implementing regulation prohibit retaliation on the basis of sex; (b) examples of what constitutes a protected activity under Title IX; (c) examples of what constitutes an adverse or retaliatory action under Title IX; (d) information that taking an adverse or retaliatory action against those engaging in protected activity is unlawful; and (e) information regarding how to implement a mutual no contact order imposed during a sexual harassment investigation in a non-retaliatory manner when the no contact order involves both a student and a faculty member.

Reporting Requirement: By August 15, 2021, the university will submit to OCR, for its review and approval, a copy of the training developed in accordance with Section II.A. If OCR requires any changes to the training, the university will submit a revised copy of the training within 30 days of receiving OCR's notice of the changes. OCR and the university will continue this process until OCR approves the training.

- B. Within 60 days of receiving OCR's written approval of the training described in Section II.A, the university will provide the training to all faculty and staff who work on Title IX matters for the university, the Dean, Associate Dean, and the Chair within the Department of Music, and the Dean of the College of Arts, Letters, and Education.

Reporting Requirement: Within 30 days of completion of the training, the university will provide OCR a report on the training it provided pursuant to Section II.A of the agreement. The report will include: the date(s) of the training(s); a copy of the training agenda(s) and any training materials; the name and title of the presenter(s); and the names and titles of the individuals who attended the training(s).

III. STUDENT SPECIFIC REMEDY

The university will send a letter to the complainant which informs the complainant of the university's commitment to ensuring that all students, faculty, and staff are free from retaliation when they engage in civil rights related protected activities. The letter will describe the various actions that university has taken and continues to take to ensure that the university is in compliance with Title IX in this regard.

Reporting Requirements:

1. By August 15, 2021, the university will submit to OCR, for its review and approval, a copy of the letter developed in accordance with Section III. If OCR requires any changes to the letter, the university will submit a revised letter to OCR within 30 days of receiving OCR's notice of the changes. OCR and the university will continue this process until OCR approves the letter.
2. Within 10 days of receiving OCR's written approval of the letter, the university will provide to OCR documentation demonstrating its compliance with Section III.

IV. 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 this 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. Upon the university's satisfaction of the terms and obligations of this agreement, OCR will close the case.
- B. The university understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this agreement and/or the applicable statute and regulation. Before initiating such proceedings, OCR shall give the university written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

Signed:

_____s/s_____
Dr. David May
Interim President
Eastern Washington University

_____May 21, 2021_____
Date