

RESOLUTION AGREEMENT

I. INTRODUCTION

George Fox University (the university) enters into this agreement with the U.S. Department of Education, Office for Civil Rights (OCR) to resolve the allegation of a complaint (Reference No. 10172304) filed with OCR, under Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulation at 34 C.F.R. Part 106.

II. RESOLUTION PROVISIONS

The university agrees to provide equivalent benefits and treatment to members of both sexes participating in its intercollegiate athletic programs, in accordance with the requirements of Title IX, the regulation at 34 C.F.R. § 106.41(c)(6), and applicable OCR policies. To that end, the university agrees to take the specific steps described below to ensure that it provides equivalent benefits and treatment to members of both sexes with respect to the assignment and compensation of coaches.

A. Review and Assessment

1. The university will complete a review of all current athletic department coaches for the university's male and female intercollegiate athletic teams. The review will include the: (a) quantity of coaches assigned to each team, (b) full time (FT) or part time (PT) status for each coach, (c) secondary duties assigned to each coach, whether a coach is responsible for the secondary duties during their team's regular season, and the percentage of time spent on secondary duties versus coaching duties, (d) qualifications and years of coaching experience for each coach, (e) the salary, benefits, and other forms of compensation for each coach, including both FT and PT coaches, (f) an explanation if there are any differences in salary, benefits, and other forms of compensation between coaches of the same or similar sport; and (g) any other information the university deems necessary to evaluate its agreement to provide equivalent benefits and treatment to members of both sexes participating in its intercollegiate athletic programs.
2. Based on this review, the university will submit to OCR an assessment as to whether the university believes its assignment and compensation of coaches provides equivalent benefits and treatment to both sexes participating in its intercollegiate athletic programs.
3. Reporting Provision: By October 1, 2018, the university will submit to OCR, for its review and approval, a report containing its assessment of the assignment and compensation for coaches pursuant to sections II.A, above.

The assessment report will include a description of the sources of information that the university considered in completing its review, along with a summary of information provided by coaches and other knowledgeable individuals about the assignment and compensation of coaches for the university's intercollegiate athletic teams. The assessment report will provide sufficient information for OCR to evaluate the university's assessment, including the information specified in section II.A.1 above. Upon request, the university will provide OCR with the data and documents used by the university in developing the summaries. OCR will approve the assessment report or notify the university that additional information or revisions are necessary. If additional information or revisions are necessary, OCR will provide clear instructions regarding the information or revisions that are requested, and the university will re-submit a revised assessment report to OCR within 30 calendar days of receiving the feedback from OCR. OCR and the university will follow the same process until OCR approves the assessment report.

B. Action Plan

1. Based on the review and assessment conducted pursuant to section II.A., above, if it is determined that the university is not providing equivalent benefits and treatment to members of both sexes with respect to the assignment and compensation of coaches for intercollegiate athletic teams, the university will develop and submit to OCR an action plan that details specific steps the university will take to address the inequities that were identified as a result of the review and assessment of the assignment and compensation of coaches. The action plan will include a timeline for the implementation and completion of the action plan.
2. Reporting Provision: Within 60 calendar days of OCR approving an assessment report that determines the university is not providing equivalent benefits and treatment to members of both sexes with respect to the assignment and compensation of coaches for intercollegiate athletic teams, the university will submit to OCR, for its review and approval, a draft of its action plan. If OCR requires revisions to the action plan, the university will re-submit a revised action plan to OCR within 30 calendar days of receiving notice of the revisions required by OCR. OCR and the university will follow the same process until OCR approves the action plan.

C. Implementation

1. After receiving approval of the action plan, the university will complete its implementation of the approved action plan developed under II.B. above in accordance with the timeline specified in the action plan.

2. Reporting Provision: Within 90 days of receiving OCR's approval of the action plan, and every 180 days thereafter until completion, the university will provide a report to OCR describing the specific steps and actions completed under its action plan pursuant to section II.B. above.

III. GENERAL PROVISIONS

- A. The university 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 university understands that during the monitoring of this 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 of this agreement. Upon the university's satisfaction of the commitments made under this agreement, OCR will close this case.
- B. The university is not admitting to any violation of Title IX or its implementing regulation at 34 C.F.R. Part 106 by signing this agreement.
- C. The university 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 C.F.R. §§ 100.9 and 100.10), or judicial proceedings to enforce this agreement, OCR shall give the university written notice of the alleged breach and sixty 60 calendar days to cure the alleged breach.
- D. This Agreement will become effective immediately upon the signature of the university's representative below.

Signed:

/s/

Dr. Robin E. Baker
President
George Fox University

April 3, 2018

Date