

RESOLUTION AGREEMENT

I. INTRODUCTION

Oregon State 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. 10182045) 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 Department of Intercollegiate Athletics programs, in accordance with the requirements of Title IX, the regulation at 34 C.F.R. § 106.41(c)(7), 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 provision of locker rooms, and practice and competitive facilities.

A. Review and Assessment

1. The university will complete a review of all locker rooms, and practice and competitive facilities (facilities) used by all female and male intercollegiate athletic teams at the university, including any facilities not owned by the university. The review will, at a minimum, include the: (1) quality and availability of facilities; (2) exclusivity of use of facilities provided for practice and competitive events; (3) availability of locker rooms; (4) quality of locker rooms; (5) maintenance of facilities; (6) preparation of facilities for practice and competitive events; and (7) proximity of facilities that are located off campus. In making this review, the university will obtain information from a variety of sources, including the coaches of each team, student athletes, and other knowledgeable individuals.
2. Based on this review, the university will submit to OCR an assessment as to whether the university believes the facilities provide equivalent benefits and treatment to both sexes participating in its intercollegiate athletic programs.
3. Reporting Provisions: By September 15, 2018, the university will submit to OCR, for its review and approval, a report containing its assessment of the facilities pursuant to section 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, student-athletes, and other knowledgeable individuals about the facilities. The assessment report will also include a summary of information about the: (1) quality and availability of facilities provided for practice and competitive events; (2) exclusivity of use of facilities provided for practice and competitive facilities; (3) availability of locker rooms; (4) quality of locker rooms; (5) maintenance of facilities; (6) preparation of facilities for practice and competitive events; and (7) proximity of facilities that are located off campus.

The university will provide OCR with the data and documents used by the university in developing the summaries, upon request. OCR will approve the assessment report or notify the university that additional information or revisions are necessary. If additional information or revisions are necessary, 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 the university is not providing equivalent benefits and treatment to members of both sexes with respect to the provision of facilities 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 facilities. The action plan will include a timeline for the implementation and completion of the action plan.
2. Reporting Provision: By November 15, 2018, 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. Modifications of the action plan will be permitted if approved by OCR, whose approval will not be unreasonably withheld.

2. Reporting Provision: Within 90 calendar days of receiving OCR's approval of the action plan, and every 180 calendar 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 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 60 calendar days to cure the alleged breach.
- C. This Agreement will become effective immediately upon the signature of the university's representative below.

Signed:

/s/

Edward J. Ray
President
Oregon State University

March 26, 2018

Date