

VOLUNTARY RESOLUTION AGREEMENT

Eastern Washington University (University) enters into this Resolution Agreement (Agreement) with the U.S. Department of Education, Office for Civil Rights (OCR), to resolve the allegation in OCR Case No. 10202217 to ensure the University's compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 et. seq., and its implementing regulation, 34 C.F.R. Part 106. The University voluntarily agreed to resolve this complaint prior to the conclusion of OCR's investigation. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the University.

Action Steps:

The University agrees to take one of the following actions regarding the Self-esteem and Higher Education (SHE) Leadership Academy (the academy):

- (a) The University will cease to offer the academy; or
- (b) The University will modify the academy to ensure that all programs operated as part of the academy are open to all students regardless of sex, and will change the name of the academy to eliminate any suggestion that it is for a single sex, and will ensure that all communications related to the programs effectively communicate that the programs are open to all students regardless of sex (these communications will include the name of the programs, the design and content of the website, and the promotion of and recruitment for the programs); or
- (c) The University will modify the academy to ensure that all programs are open to all students regardless of sex, and will maintain the name of the academy, provided that it can develop and implement strategies to effectively communicate to the University community and the public that the programs, notwithstanding the name, are open to all students regardless of sex (these communications will include the design and content of the website, and the promotion of and recruitment for the academy and all its programs).

Reporting Requirement:

By March 1, 2021, the University will submit a report to OCR, for OCR's review and approval, which will include notice of its decision regarding whether it opted to implement Action Step (a) or (b) or (c).

- If proceeding with Action Step (a), the University will report all steps taken to cease offering the academy.
- If proceeding with Action Step (b), the University will report all steps taken to make the academy open to all students regardless of sex, including copies or links to all materials revised or created pursuant to Action Step (b).

- If proceeding with Action Step (c), the University will report all steps taken to make the academy open to all students regardless of sex, including copies or links to all materials which demonstrate how the University will effectively communicate to the University community and the public that the academy is open to all students regardless of sex despite its name. In addition, for the 2020-2021 and the 2021-2022 academic years, the University will collect and submit to OCR, by June 30, 2021 and June 30, 2022, the following information: A list of all individuals who applied for participation in the programs by name or unique identifier and sex; an indication whether each individual was permitted to participate; and for those individuals who applied but were not permitted to participate, the reason(s) for not allowing their participation.

If OCR requires any revisions to the report developed pursuant to Action Step (b) or (c), the University will resubmit the report within 30 days of receiving OCR's notice of the required revisions. OCR and the University will repeat this process until OCR has approved the report.

The University understands that by signing this Agreement, it agrees to provide to 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, 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.

The University understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this Agreement and the applicable statute and regulations. 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/

December 7, 2020

Dr. David May
Interim President
Eastern Washington University

Date

Acknowledged By:

/s/

December 7, 2020

Dr. Shari Clarke
Vice President for Diversity and Inclusion
Eastern Washington University

Date