

**RESOLUTION AGREEMENT**  
**Guilford College**  
**OCR Complaint No. 11-14-2009**

In the spirit of cooperation and without admitting to any violation of law, Guilford College (College) agrees to implement this Resolution Agreement (the Agreement) in the above-referenced complaint investigated by the U.S. Department of Education, Office for Civil Rights (OCR) under Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulation at 34 C.F.R. Part 106. The Agreement includes terms that resolve allegations under Section 303(b) of OCR's *Case Processing Manual* (CPM). The Agreement also includes terms to resolve allegations that were not fully investigated prior to the conclusion of the investigation in accordance with Section 302 of the CPM. OCR appreciates the College's cooperation during the investigation and resolution of this complaint.

Further, the College agrees to the following to ensure that it will promptly and equitably respond in the manner required by OCR to all incidents of sex discrimination and sexual harassment/sexual violence (including sexual assault) of which the College has notice (including incidents that the College knew or reasonably should have known about); take prompt and effective steps to end any sex discrimination and sexual harassment/sexual violence; eliminate any hostile environment; prevent its recurrence; and as appropriate, remedy its effects, consistent with the requirements of Title IX.

**Action Item A: Title IX Coordinator**

The College will identify its designated Title IX Coordinator and her/his qualifications. The College will ensure that the Title IX Coordinator has sufficient expertise, experience, and required training on the substantive requirements of Title IX and how to investigate complaints/reports of all forms of sex discrimination, including sexual harassment and sexual violence, under Title IX, and that the Title IX Coordinator can fulfill all responsibilities specified in this Agreement. The College will develop a statement of roles and responsibilities and mandatory training requirements for the Title IX Coordinator to, at a minimum, include:

1. The Title IX Coordinator may not have other job responsibilities that create a conflict of interest with regard to the duties and responsibilities under Title IX.
2. The Title IX Coordinator will be responsible for ensuring the prompt and equitable investigation of complaints/reports alleging sex discrimination and sexual harassment/sexual violence; reviewing findings as to whether sex discrimination or sexual harassment/violence occurred; and ensuring the implementation of remedies (including interim measures) necessary to address the sex discrimination or sexual harassment/violence, eliminate any hostile environment, prevent recurrence, and address the effects. To the extent that any of these duties in this subpart will be delegated to other individuals at the College or to an external entity, the statement will describe which duties will be delegated to whom, and how the Title IX Coordinator will retain oversight of/coordinate those who may be delegated such responsibilities in fulfilling these duties.

3. The Title IX Coordinator will coordinate with appropriate administrators and administrative offices (e.g., Student Affairs, Human Resources, Public Safety, the Wellness Coordinator, and Counseling Center staff) to identify and address any patterns or systemic problems under Title IX, and to assess the overall efficacy of the coordination among these various offices.
4. The Title IX Coordinator will be responsible for communicating with campus police/the Department of Public Safety regarding the College's obligations under Title IX and serving as a resource on Title IX issues. The Title IX Coordinator will be given access to campus police records regarding Title IX investigations, so long as it does not compromise any investigation or is not otherwise prohibited by law.
5. The Title IX Coordinator will ensure the development, scheduling and implementation of necessary training and distribution of information for the College community, as described in more detail in Action Items E and F below.
6. The Title IX Coordinator will be responsible for periodic review and assessment of the College's Title IX policies and procedures to ensure that they comply with Title IX; are consolidated to the maximum extent appropriate to provide an efficient resource for students, faculty, and staff; are consistent with each other or have appropriate cross-references; and are easy to access and understand.
7. The Title IX Coordinator will be responsible for coordinating the development and implementation of biennial assessments the College administers to gather information about the environment on campus as it relates to sexual harassment and sexual violence.
8. The Title IX Coordinator will have responsibility for the development, scheduling, and implementation of regular events hosted by or supported by leadership on campus to raise awareness in the campus community about all forms of sex discrimination (including sexual harassment and sexual violence).
9. The Title IX Coordinator will annually review all complaints/reports of discrimination on the basis of sex, including sexual harassment and sexual violence, in order to identify and address any patterns or systemic issues/problems, such as: how many complaints/reports involved particular groups of students (e.g., first-year students, athletes, graduate students, members of student organizations); whether any individuals or organizations engaged in repeated misconduct; whether there are any patterns or barriers to reporting for any group of students; whether there are any campus or off-campus locations which are repeatedly the site of alleged incidents; whether complaints/reports were processed promptly and equitably in compliance with Title IX and the applicable policies and procedures; whether interim measures were consistently offered and implemented and how effective they were; and whether the steps taken to stop discrimination/harassment on the basis of sex found to have occurred, prevent its recurrence, eliminate any hostile environment based on sex, and remedy its discriminatory effects on the complainant and others, as appropriate, were effective.

**Reporting Requirements:**

- a) By March 1, 2018, the College will provide documentation to OCR demonstrating that it has established the responsibilities of the Title IX Coordinator position in accordance with Action Item A for OCR review and approval.
- b) By March 1, 2018, the College will provide OCR with a copy of the statement of the Title IX Coordinator's responsibilities and corresponding training requirements to meet those responsibilities for OCR review and approval.
- c) By April 1, 2018, the College will provide OCR with the name and qualifications of the Title IX Coordinator and the Title IX Coordinator's training schedule.
- d) Within 30 days of OCR's approval of the statement of the Title IX Coordinator's responsibilities, the College will provide OCR with copies of any electronic links to College publications, websites or other materials where the statement of the Title IX Coordinator's responsibilities has been published.

**Action Item B: Notice of Non-Discrimination**

The College will revise its notice of non-discrimination to state that inquiries concerning the application of Title IX and its implementing regulation may be referred to the designated Title IX Coordinator(s) or to OCR's Assistant Secretary. The College will publish the revised notice of non-discrimination consistent with the requirements of the regulation implementing Title IX, at 34 C.F.R. § 106.9, and include the notice in announcements, bulletins (including the student and employee handbooks), catalogs, or application forms that it makes available to applicants for admission and employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the College.

**Reporting Requirements:**

- a) By March 1, 2018, the College will provide to OCR for review and approval a copy of its revised notice of non-discrimination.
- b) By the start of the 2018-2019 academic year, or within 30 days of OCR's approval of the revised notice of non-discrimination, whichever is later, the College will provide documentation to OCR demonstrating its compliance with Action Item B, including a list of the titles of the publications in which the notice of non-discrimination appears (e.g. College catalog, website, student handbook) and a copy of at least one publication disseminated to the campus community, or printouts or a link to an on-line publication containing the notice. Should the College require more time due to periodic printing of College materials, inserts may be used pending reprinting of those publications.

**Action Item C: Title IX Policies and Grievance Procedures**

The College will review its Title IX policies and grievance procedures with the assistance of the Title IX Coordinator, and will consider consolidating its policies and procedures into one document. The College will ensure that the procedures addressing complaints of sex discrimination (including sexual harassment and sexual violence) do not unnecessarily overlap with its other policies and procedures, are clear and easily understood, and provide for the prompt and equitable resolution of student, employee, and third party complaints/reports alleging sex discrimination (including sexual harassment and sexual violence) filed against students, employees, and third parties. The College will ensure that all documents are internally consistent with respect to defined terms, reporting options, timelines, and investigation and appeal procedures, and that they do not contain any conflicting/contradictory information. The College may choose to add cross-references or links between documents and/or it may decide to delete some documents. The policies and grievance procedures will include, at a minimum, the following:

1. The name or title, office address, email address, and telephone number of the designated Title IX Coordinator(s).
2. If someone other than the Title IX Coordinator will accept, investigate and resolve complaints/reports, clear and consistent designation of the responsible College employee and/or office and the specific type of complaint/report (e.g., against employees) handled by that employee or office.
3. Clear and consistent assurance that, regardless of which College employee or entity investigates and resolves the complaint/report, the Title IX Coordinator will: maintain oversight of the report investigation and resolution; will be provided written notice of the complaint/report and the investigation determination; and where sex discrimination or sexual harassment/violence is found to have occurred, will oversee the steps the College will take in response.
4. The College's commitment to respond to all complaints/reports sex discrimination or sexual harassment/violence, as well as any other incidents of sex discrimination or sexual harassment/violence of which it knows of should have known, to the extent possible consistent with the available information.
5. Notification to students, employees, and third parties about the policy and procedure that shall be utilized for complaints/reports of sex discrimination or sexual harassment/violence when filed by or against any member of the aforementioned groups, and clear and consistent explanations in all documents of the specific College policy and/or procedure that applies to each type of complaint/report investigation.
6. Consistent definitions of sex discrimination or sexual harassment/violence, which must encompass quid pro quo, persistent or pervasive harassment, as well as severe incidents (i.e., sexual assault and sexual violence).

7. Consistent definitions or explanation of factors that may impact the ability to consent, including incapacitation.
8. A statement that, in determining whether sex discrimination or sexual harassment/violence against a student resulted in a sexually hostile environment, the College will consider the conduct in question from both a subjective and objective perspective.
9. A requirement that the College will consider the effects of off-campus sex discrimination or sexual harassment/violence when evaluating whether there is a hostile environment on campus or in an off-campus education program or activity.
10. Reasonable and consistent time frames for each major stage of the procedure.
11. Sufficient time for any appeal body to review the investigation record and, to the extent permissible under the policy, any supplemental materials prior to the appeal hearing, if an appeal hearing is offered.
12. If the College elects to offer an informal resolution process, it will include a description of what the process entails and ensure that it is prompt and equitable.
13. A description of applicable interim remedies, remedies and sanctions.
14. A statement that the Title IX Coordinator, and/or her or his specific designee, will be responsible for coordinating the provision of interim measures through multiple College departments or offices. Recognizing that interim measures are entered at the allegation stage and before any findings of responsibility, in determining and implementing such measures, the Title IX Coordinator will review all available information and take steps to ensure the safety of its students and the integrity of the process, as appropriate, and as based on the specifics of the allegations and information obtained during the course of the process.
15. A statement that the College will identify witnesses, seek evidence, and ask questions of the parties and witnesses when resolving reports of sex discrimination or sexual harassment/violence.
16. The complainant and the respondent have an equal opportunity to present evidence, including witnesses, and to access and review that evidence.
17. A statement recognizing that introduction of evidence of the complainant's past sexual relationships with individuals other than the respondent may have a prejudicial effect on the proceedings and, unless a presumption of irrelevance can be overcome, should not be considered.
18. A statement that to the extent permissible and consistent with FERPA, both/all parties will receive equitable written notice of the completion and/or outcome of all stages of

the grievance process, including but not limited to the investigation, adjudication and appeal phases.

19. A definition of “responsible employee” that is consistent with Title IX requirements, and a statement that responsible employees must promptly, generally within 24 hours of receiving notice, report sex discrimination or sexual harassment/violence to the Title IX Coordinator or his/her designee.
20. An explicit prohibition against retaliation, which includes witness intimidation and interference, and clarification that complaints/reports of retaliation will be promptly investigated, and individuals determined to have violated the College’s policy will be subject to discipline by the College under processes and standards that meet Title IX requirements.

**Reporting Requirements:**

- a) By April 1, 2018, the College will provide to OCR, for review and approval, its revised grievance procedures developed in accordance with Action Item C above.
- b) By the beginning of the 2018-2019 academic year, or within 45 days of written notification from OCR of its approval of the revised grievance procedures, whichever is later, the College will provide documentation to OCR demonstrating that the revised procedures were adopted and implemented and that all faculty, staff and students were provided with written notice regarding the grievance procedures for resolving Title IX complaints/reports together with information on how to obtain a copy of the grievance procedures. The College, at a minimum, will publish this notification on the College’s website; through email messages to faculty, staff, and students; and through any regularly issued newsletters (in print or online), or by any other means of notification the College deems effective to ensure that the information is widely disseminated and easily located. The College will also provide to OCR copies of or a link to its revised student handbooks, employee/faculty/staff handbooks, student codes of conduct, and any other publications that contain the procedures, and a link to its webpage where the revised Title IX procedures are otherwise located.
- c) Once the College adopts the revised policies and procedures specified herein, the College will not substantially modify them during the period of the Agreement without the review and approval of OCR. All requests to modify such policies and procedures must be made in writing at least 90 days before the College proposes to adopt the modification.

**Action Item D: Documenting Title IX Complaints/Reports**

The College will develop, with the assistance of the Title IX Coordinator, and submit to OCR for its review and approval, a confidential and centralized record-keeping procedure to document each incident or complaint/report of discrimination on the basis of sex (including sexual

harassment and sexual violence) received by the College, whether formal or informal, written or verbal. The College will provide OCR with the name of the individual(s) responsible for collecting, maintaining, and reviewing these records, as well as the location where such records will be retained. The procedure will require the College to maintain all information, documentation, and evidence, and require, at a minimum:

1. Documentation describing the incident or complaint/report, including the date and location of the incident.
2. A record of when and how the incident or complaint/report was brought to the attention of the College, or how the College otherwise became aware of the incident or complaint/report, including the name of the individual who reported the allegation; the identification of the alleged complainant/victim and the alleged respondent/perpetrator (if names are not available, the College will collect all other identifying information available); whether the reporter/complainant made any request for confidentiality; who was responsible for assessing such a request for confidentiality; and an explanation of how the individual balanced such a request with the College's Title IX obligations to ensure campus safety.
3. Documentation regarding any investigation conducted by the College, including: when and how they provided the parties with an opportunity to present witnesses and evidence, witnesses interviewed, documents reviewed, transcripts, recordings and other information considered and related to the investigation, to include all relevant dates (e.g., notes, transcripts, advocate reports, College police reports, etc.). [Note: If the College elects *not* to interview specific witnesses, review documents or other information, or otherwise excludes documents and information from consideration, the College should document these decisions, retain such information and documents, and provide an explanation why.]
4. Documentation describing the College's disposition of the incident or complaint/report, which includes the date of the disposition; the basis for the disposition; the standard of evidence used; and a description of any personal sanctions imposed, systemic remedies applied, and other College action(s) taken.
5. Documentation of the dates that the College updated the parties regarding the status of the investigation.
6. Documentation (including dates) that the College promptly provided the parties written copies of any decisions, including any appeals, regarding the incident or complaint/report, even in cases where the College serves as the complainant for proceedings.
7. Documentation regarding any contacts with law enforcement regarding each incident or complaint/report, and any actions taken by law enforcement, if known to the College.

8. Documentation of any interim measures offered to the complainant/respondent pending the College's investigation; documentation of any interim measures used by the complainant/respondent during the investigative process; and documentation that the complainant/respondent was provided with notice of the College resources available and that the College took steps to ensure that these were provided, (e.g., no contact orders, academic support, counseling, etc.).
9. Any other relevant official College records related to the case.
10. Documentation of any remedies provided to individuals found to have been subjected to sex discrimination (including sexual harassment and sexual violence).
11. Where sex discrimination (including sexual harassment and sexual violence) is found to have occurred, documentation that the College followed up with the complainant(s) to ensure the sex discrimination (including sexual harassment and sexual violence) has not recurred, and that the discriminatory effects of the sex discrimination (including sexual harassment and sexual violence) have been remedied.

**Reporting Requirements:**

- a) By April 1, 2018, the College will provide to OCR, for review and approval, the above-referenced procedure developed in accordance with Action Item D above.
- b) Early in the 2018-2019 academic year or within 45 days of OCR's approval of the procedure, whichever is later, the College will adopt the procedure as part of its Title IX complaint processing procedures; distribute copies of the procedure; and provide training on the procedure to its designated Title IX Coordinator(s) and all other personnel responsible for processing, investigating, and adjudicating complaints of sex discrimination (including sexual harassment and sexual violence).
- c) Early in the 2018-2019 academic year or within 90 days of OCR's approval of the procedure, whichever is later, the College will provide OCR with information or documentation confirming that the procedure has been distributed; the Title IX Coordinator and other personnel responsible for processing, investigating, and adjudicating incidents/complaints of sex discrimination (including sexual harassment and sexual violence), have received training on the procedure; and the procedure is being used in the College's processing of Title IX incidents/complaints.
- d) For academic year 2018-2019, by December 31, 2018 and again on July 31, 2019, the College will submit to OCR for its review a spreadsheet or other data collection summary tool documenting all complaints/reports involving students that it received/obtained that allege sexual harassment and sexual violence, as well as information relating to those complaints/reports, including but not limited to: the date the complaint/report was filed or otherwise obtained; the name or other personally identifiable retriever of the complainant(s) and the respondent(s), if available, and the status of each party available (e.g. student, employee, third party, unknown); whether



the complainant requested confidentiality or to proceed with the complaint/report anonymously; a description of the allegations(s) and/or incident(s) at issue and where and when the incident(s) occurred; a description of the sexual misconduct violation(s) at issue (e.g., as specified in a Student Code of Conduct or other policy/procedure); whether the complainant(s) and the respondent(s) were provided with an opportunity to identify witnesses and submit evidence, and if so, a description of the witnesses and evidence submitted by the parties and witnesses; whether witness interviews were conducted; whether interim measures were offered and/or provided to the complainant(s) and/or respondent(s), and if so a description of such interim measures; whether the respondent(s) were found responsible/not responsible for alleged sexual misconduct violations; the standard of evidence used; the date the investigation concluded; whether any sanctions were imposed or final remedies provided, and a description of such sanctions/remedies; the date on which the complainant(s) and the respondent(s) were provided with written notice of the outcome; whether an appeal was filed by the complainant(s) and/or the respondent(s), and the date of such filings; whether any appeal was substantiated; the date on which the complainant(s) and the respondent(s) were provided with written notice of the appeal outcome; whether the Title IX Coordinator was involved in responding to the complaint/report; whether there was any involvement by law enforcement; and, the status of the investigation at the time of submission to OCR (e.g., the investigation/appeal is ongoing, the investigation is suspended due to a request from law enforcement, or the College is assessing discipline to be imposed). If the College submits any complaints/reports before they are complete, the College will flag those complaints/reports as incomplete and will re-submit those complaints/reports after they are completed. OCR may request a copy of the complete file for each complaint/report at a later date.

### **Action Item E: Title IX Staff Training and Professional Development**

The College will provide comprehensive training appropriate for the position and overseen by the Title IX Coordinator to Title IX investigators; staff within Student Affairs, Human Resources, Public Safety, the Wellness Coordinator, and Counseling Center. In addition, all College employees will be trained on the College's Title IX policies and procedures as described below.

1. Specifically, the Title IX Coordinator will ensure the development and provision of annual comprehensive Title IX training to all College employees. The training will provide an understanding of the College's responsibilities under Title IX to address allegations of sex discrimination and sexual harassment/violence, and retaliation. The training will include, at a minimum:
  - a) The College's policies and procedures for Title IX complaints/reports required by Action Item C.
  - b) How to inform complainants of their right to file Title IX complaints/reports and criminal complaints simultaneously.

- c) An explanation of the duty for responsible employees to share information with the Title IX Coordinator.
  - d) Information about the prohibition on retaliation, how to prevent retaliation, and how to investigate complaints/reports of retaliation.
  - e) Information about the system for documenting complaints/reports required by Action Item D.
  - f) A post-training questionnaire to assess knowledge regarding how to provide a complaint/report and respond to a complaint/report.
2. Beginning with the 2018-2019 academic year, the College will ensure that all new employees complete the training in person or through an OCR-approved online training, pursuant to Action Item E (a-f) above, within six months of their employment start date.
3. The Title IX Coordinator will ensure the development and provision of Title IX training for all College employees who are directly involved in investigating, and/or resolving complaints/reports of sex discrimination, including sexual harassment and sexual violence, or who will otherwise assist in the coordination of the College's compliance with Title IX. This annual training will be conducted in person and will include, at a minimum:
  - a) The College's revised policies and grievance procedures for Title IX complaints/reports.
  - b) The College's responsibilities under Title IX to address allegations of sex discrimination, including sexual harassment and sexual violence, regardless of whether or not the actions are also potentially criminal in nature.
  - c) Recognizing and responding to allegations and complaints/reports pursuant to Title IX, including conducting interviews of victims of sex discrimination, including sexual harassment and sexual violence, and communicating in an impartial and objective manner.
  - d) Recognizing and appropriately responding to allegations of retaliation, intimidation, and coercion pursuant to Title IX.
  - e) How to conduct and document equitable, adequate, prompt, reliable and impartial Title IX investigations, including the application of the College's stated standard of evidence for a Title IX investigation.
  - f) Protection of information regarding sex discrimination, including sexual harassment and sexual violence, allegations so that only College employees with a need to know receive such information.

- g) The link between alcohol and drug use and sexual harassment and sexual violence, including how to address the challenges of investigating incidents involving alcohol or drug use.
- h) A written assessment requiring participants to demonstrate that they have learned the material in the Title IX training.

**Reporting Requirements:**

- a) By June 1, 2018, the College will identify and report any additional training needed for specific groups of employees, including but not limited to staff in the Student Affairs, Human Resources, Public Safety, the Wellness Coordinator, and Counseling Center, as well as all other College employees.
- b) By September 30, 2018, the College will provide OCR with a draft of the proposed staff training materials and the name and title of the trainer described in Action Item E for review and approval.
- c) The College will implement the staff training as outlined in Action Item E within 60 days of OCR review and approval and provide documentation that the training has been provided, including: a copy of the training materials, dates(s), the name and contact information of the individual(s) who conducted the training, and the sign-in sheet identifying the name and position of each individual who received the training, along with a list of College employees within 15 days of completion.

**Action Item F: Title IX Student Training**

The Title IX Coordinator will ensure implementation of mandatory training for all students. The training should be interactive, presented in lay terms familiar to students, and illustrated with examples relevant to student life at the College.

- 1. The training whether in person and/or online will include, at a minimum, information about:
  - a) Title IX, the rights this law confers on students, the resources available to students who have experienced sex discrimination, including sexual harassment and sexual violence, and retaliation, and the role and authority of OCR to enforce Title IX.
  - b) The College's sex discrimination and sexual harassment/sexual violence policies and procedures.
  - c) The College's prohibition against sex discrimination, sexual harassment, sexual violence, and retaliation and how to recognize such forms of sex discrimination when it occurs.

- d) How and to whom any incidents of sex discrimination, sexual harassment, sexual violence, and retaliation should be reported.
2. The training will also emphasize:
    - a) Definitions or explanation of factors that may impact the ability to consent, including incapacitation.
    - b) The role of alcohol and other drug use in incidents of sexual harassment and sexual violence, including how such use may relate to consent and incapacitation.
    - c) Clear examples of what types of actions may constitute sex discrimination in the College's programs or activities, including but not limited to different types of sexual harassment and sexual violence.
    - d) The role of bystanders.
  3. An in-person session will be provided as part of the annual student orientation for new students (including Early College, visiting, and international students). The College will require all new students who arrive after the in-person orientation has concluded to complete an online training. The College will develop a system to ensure that all students have participated in the mandatory training.

**Reporting Requirements:**

- a) By June 1, 2018, the College will provide OCR, for review and approval, the proposed training materials and any agendas to be used in the trainings conducted pursuant to Action Item F. The College will also provide OCR, for review and approval, information describing the expertise and experience with regard to Title IX of the person or persons conducting the training.
- b) By September 30, 2018, and again by September 30, 2019, the College will provide documentation to OCR showing that the individuals who are required to receive the training required by Action Item F are receiving it.

**Action Item G: Campus-Based Committee**

The Title IX Coordinator will establish a committee of interested parties, which may include students with representation from various student groups, including women's/men's/other and other sex/gender-based groups, student athletes, Residential Life students, and others, to meet with the College's Title IX Coordinator(s), to identify and recommend strategies to ensure that students understand their rights under Title IX and the College's procedures, including how to report possible violations of Title IX. The committee may also make recommendations for preventing sex discrimination, including sexual harassment and sexual violence, including outreach and educational activities.

**Reporting Requirements:**

- a) By September 1, 2018, the College will provide documentation to OCR demonstrating that it has established the Campus-Based Committee described in Action Item G above, including a list of names and titles of the members of the committee.
- b) By December 1, 2018, the College will provide, for OCR's review, a report of the committee's recommendations, if applicable.
- c) By June 1, 2019, the College will provide a report to OCR of the steps taken to implement or respond to the committee's recommendations, if applicable.

**Action Item H: Review of OCR's Investigation and Assessment of the Complainant's Individual Complaints/Reports**

The College's Title IX Coordinator will review the findings resulting from OCR's investigation of the College's response to the Complainant's complaints/reports of sexual harassment, sexual assault/violence, and retaliatory harassment and will assess whether the College appropriately sanctioned the Respondent and any other students, as applicable; took steps to prevent the recurrence of harassment, including retaliatory harassment, and addressed any hostile environment created by any harassment; maintained appropriate records/documentation with respect to each complaint/report filed by the Complainant; and ensured the meaningful involvement and oversight by the College's designated Title IX Coordinator. The College will assess and determine whether there are any appropriate remedies for the Complainant and/or the Respondent.

**Reporting Requirements:**

- a) By August 30, 2018, the College will review OCR's investigation of its response and provide to OCR for review and approval, the results of its assessment pursuant to Action Item H and its proposed actions as a result of that assessment.
- b) Within 10 days of OCR's approval, the College will take any actions as a result of its assessment, as described above.

**Monitoring: General Principles**

The College understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the College understands that during the monitoring of this Agreement, OCR may visit the College, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the College has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title IX at 34 C.F.R. Part 106, which was at issue in this case. Upon completion of the obligations under this Agreement, OCR shall close this case and shall notify the Complainant and the College in writing of the closing

The College 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, 100.10) or judicial proceedings to enforce this Agreement, OCR shall give the College written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

01/19/2018  
Date

/s/  
Jane K. Fernandes, President  
Guilford College