

RESOLUTION AGREEMENT
College of William and Mary
OCR Complaint No. 11-14-2233

Without admitting to any violation of law, the College of William and Mary (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 the College has voluntarily entered into and agreed to in order to resolve allegations that were not fully investigated prior to the conclusion of the investigation in accordance with Section 302 of the CPM.

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: Individual Remedies

The College's Title IX Coordinator will review the compliance concerns resulting from OCR's investigation of the College's response to the Student's complaint of an alleged off-campus sexual assault. The Title IX Coordinator will assess whether the College appropriately considered the effects of the alleged off-campus sexual assault when responding to the Student's complaint and evaluating whether there was a hostile environment based on sex on campus for the Student, or otherwise in the College's education programs and activities whether on or off-campus. In the event that the College determined that such a hostile environment existed, it would be responsible for redressing that environment. The College will assess and determine whether there are any appropriate remedies for the Complainant and/or for 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 A and any 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.

The College 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 the Agreement. Further, the College understands that during the monitoring of this Agreement, if necessary, 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. Upon the College's satisfaction of the commitments made under this Agreement, OCR will close this complaint.

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 will give the College written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

04/04/2018

Date

/s/

W. Taylor Reveley III
President (or designee)
College of William and Mary