

RESOLUTION AGREEMENT
University of North Carolina at Greensboro
OCR Case No. 11-16-2227

The University of North Carolina at Greensboro (the University) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Case No. 11-16-2227. This Agreement does not constitute an admission by the University of a violation of Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), or Title II of the Americans with Disabilities Act of 1990 (Title II), or any other law enforced by OCR.

I. Section 504 Grievance Procedure

- A. By December 20, 2019, the University will develop a grievance procedure or revise its current procedures to provide for the prompt and equitable resolution of complaints alleging any action prohibited by Section 504 and Title II, consistent with the requirements of 34 C.F.R. 104.7. The revised procedure will reference the University's prohibition on retaliatory action of any kind against any person for making a good faith report of discrimination or on the basis of that person's participation in any allegation, investigation, or proceeding related to the report of discriminatory conduct.

Reporting Requirement: By January 3, 2020, the University will submit for OCR's review a draft revised Section 504 grievance procedure.

Reporting Requirement: Within 5 business days after OCR's review of the University's revised procedure, the University will publish the revised procedure on its website. By January 13, 2020, the University will submit to OCR a link to its website evidencing publication of the revised procedure with reference to the prohibition on retaliatory conduct. By January 31, 2020, the University will also revise its student handbooks to reflect this change and to include a copy of the revised grievance procedures with reference to the prohibition on retaliatory conduct. By February 15, 2020, the University will submit to OCR a copy of the revised handbook.

- B. To the extent that the University elects to retain multiple processes by which a student may file a Section 504 or Title II concern, the University will clearly communicate in writing the various options available and any circumstances in which a particular procedure must be followed. The University will also inform students that they may contact the Section 504 Coordinator for assistance in determining which procedure to use. Such statement will be included on the University's website and in publications together with the revised grievance procedure and any other applicable procedure for addressing Section 504 or Title II concerns.

Reporting Requirement: By January 3, 2020, the University will submit for OCR's review a draft statement clarifying the options available for a student to pursue a Section 504 or Title II concern and any circumstances in which a particular procedure must be followed.

Reporting Requirement: Within 5 business days of OCR's review of the clarifying statement, the University will publish the statement on its website. By January 13, 2020, the University will submit to OCR a link to its website evidencing publications of the statement. By January 31, 2020, the University will also revise its student handbook to reflect inclusion of this statement along with a copy of the revised grievance procedure and any other applicable procedure.

II. TRAINING

A. By June 30, 2020, the University will provide training on the revised grievance procedure to the Section 504 Coordinator and other personnel responsible for implementing the procedure and/or designated to respond to grievances pursuant to the procedure. The training will address, at a minimum, the process for filing and investigating complaints under the revised grievance procedure, including how to conduct and document an investigation; information about the types of discrimination complaints that may be resolved under the procedure; and, how to handle allegations arising under the University's prohibition of retaliatory conduct.

Reporting Requirement: By June 30, 2020, the University will provide for OCR's review a copy of the training materials prepared, including the name(s) and title(s) of the trainer(s) and any handouts or presentations developed.

Reporting Requirement: Within 5 business days of the completion of the training program, the University will submit to OCR the name(s) and title(s) of the trainer(s), the date(s) of the training, the materials used, and the sign-in sheet(s) indicating the names and titles of participants.

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

By: _____

Dr. Franklin D. Gilliam, Jr.
Chancellor

Date: _____