

RESOLUTION AGREEMENT

Ferrum College Case No. 11-16-2302

In order to resolve an allegation raised in Case No. 11-16-2302, Ferrum College, assures the United States Department of Education, Office for Civil Rights (OCR), that pursuant to the requirements of Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d, and its implementing regulation at 34 C.F.R. Part 100, it will take the actions set forth below.

Action Item 1:

By May 1, 2017, and annually thereafter, the College will provide training to all pertinent administrators and staff at the College, addressing the proper procedure for responding to complaints of racial harassment or bias. The training will include instruction regarding the requirements of Title VI, including the College's obligation to conduct prompt and equitable investigations of allegations of harassment or discrimination on the basis of race.

Reporting Requirement: By July 1, 2017, the College will provide documentation to OCR demonstrating that the training referenced in Action Item 1 was provided to all pertinent administrators and staff. This documentation will include, but will not be limited to, the date(s) of the training; the name and credentials of the trainer; copies of any training materials used, including any handouts, guides, or other materials; and proof of attendance by administrators and staff.

Action Item 2:

The College will immediately revise the XXXX Course Catalog to outline the specific requirements for enrolling in XXXX and XXXX if a student has XXXX experience.

Reporting Requirement: By July 1, 2017, the College will provide documentation to OCR demonstrating that it has revised the XXXX Course Catalog.

The College understands that OCR will not close the monitoring of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulations implementing Title VI, at 34 C.F.R. § 100.3, which was at issue in this case. The College also 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 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 and is in compliance with the regulations implementing Title VI, at 34 C.F.R. § 100.3, which was at issue in this case. In addition, 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 and 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) days to cure the alleged breach.

____02/20/2017____
Date

_____/s/_____
Dr. Joseph C. Spooner
President
Ferrum College