

RESOLUTION AGREEMENT
Regent University
OCR Complaint No. 11-17-2255

Regent University (the University) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Complaint No. 11-17-2255. This Agreement does not constitute an admission by the University of a violation of Title IX of the Education Amendments of 1972 (Title IX), Section 504 of the Rehabilitation Act of 1973 (Section 504), the Age Discrimination Act of 1975 (the Age Act), or any other law enforced by OCR.

Action Item A:

By December 1, 2017, the University will revise its notice of non-discrimination to include a statement that the University does not discriminate on the following bases: (1) on the basis of disability in its admission or access to, or treatment or employment in, its programs or activities in compliance with Section 504 and its implementing regulation at 34 C.F.R. §104.8(a); (2) on the basis of sex in its educational programs or activities, including in employment and admission in compliance with Title IX and its implementing regulation at 34 C.F.R. § 106.9(a); and (3) on the basis of age in compliance with the Age Act and its implementing regulation at 34 C.F.R. § 110.25. The University will also include in its notice of non-discrimination, the identification and contact information for the University's designated Section 504 Coordinator, in addition to the Title IX Coordinator and any other compliance coordinator responsible for receiving complaints of discrimination. The University will further ensure that its notice of non-discrimination is applicable to participants, beneficiaries, applicants, and employees.

Reporting Requirements:

- a. Within 45 calendar days of the date of the execution of the Agreement, the University will submit for OCR's review and approval the draft revision of its notice of non-discrimination described in Action Item A above.
- b. Within 45 calendar days after receiving approval from OCR, the University will publish its notice of non-discrimination on University webpages and in bulletins, announcements, publications, catalogs, application forms, or other recruitment materials that are made available to participants, students, applicants, or employees. The University will widely publish its notice of non-discrimination by including it in recruitment, admissions and employment publications, including but not limited to, the student handbook, employee handbook, faculty and academic handbook, and any other such printed or electronic publications related thereto. For any existing publications, and due to the University's schedule for the periodic printing of University materials, inserts or transmittal letters may be used pending the reprinting of such materials.

- c. Within 7 days after publication, the University will provide OCR with a copy of the University’s non-discrimination notice, including: the University’s webpage address of where the notice is posted; copies of other postings that include the notice; and, the University’s recruitment and admissions materials, and handbooks that include the notice.

The University understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the University understands that during the monitoring of this Agreement, 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 and is in compliance with the regulation implementing Title IX, Section 504, and the Age Act, at 34 C.F.R. Part 106, 34 C.F.R. Part 104, and 34 C.F.R. Part 110, which were at issue in this case. Upon fulfilment of the obligations of this Agreement set forth above, OCR shall close this complaint and terminate the monitoring.

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

Regent University

By: _____/s/_____ Date: ___11/06/2017_____

Title: _____