

RESOLUTION AGREEMENT
James Madison University
OCR Complaint No. 11-18-2228

James Madison University (the University) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Complaint No. 11-18-2228. This Agreement does not constitute an admission by the University of a violation of Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), or any other law enforced by OCR.

- A. By March 1, 2019, the University will train all staff and administrators who conduct investigations in the University's Office of Equal Opportunity on the prohibition of retaliation against any individual who asserts rights or privileges under Section 504 or Title II or who files a complaint, testifies, assists, or participates in a proceeding under these laws. At a minimum, the training will include information on who is protected from retaliation, what constitutes a protected activity, and what constitutes a prohibited adverse action.

Reporting Requirement:

1. By February 15, 2019, the University shall provide for OCR's review and approval a copy of the outline and course materials to be utilized during the training session.
2. By March 15, 2019, the University will submit to OCR confirmation (such as a signed attendance sheet that includes both name and title) of who completed the training.

B. XXXXX.

Reporting Requirements:

1. XXXXX.

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: _____ Date: 11/7/18
Jonathan R. Alger
President, James Madison University