

**RESOLUTION AGREEMENT**  
**Tidewater Community College**  
**OCR Complaint No. 11-18-2285**

Tidewater Community College (the College) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Complaint No. 11-18-2285. This Agreement does not constitute an admission by the College of a violation of Title VI of the Civil Rights Act of 1964 (Title VI) or any other law enforced by OCR.

- A. By June 14, 2019, the College will provide an approved anti-harassment and non-discrimination training to all staff and faculty of the XXXX Program (the Program) at XXXX.

Reporting Requirement:

1. By May 3, 2019, the College will submit a draft plan for implementation of the training developed in accordance with this provision for OCR's review and approval, including the training date(s), the name, expertise and credentials of the presenter(s), and a description of the training content. Within seven calendar days of the College's submission, OCR will review and provide the College with notice of approval or requested edits.
2. Within one week of the training sessions detailed in this provision, the College will provide to OCR documentation related to the training, including the dates(s) of the training and the name, position, and signature of each employee who attended the training.

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 case.

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.

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Dr. Gregory T. DeCinque  
Interim President