

RESOLUTION AGREEMENT
Shaw University
OCR Complaint No. 11-18-2310

Shaw University (the University) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Complaint No. 11-18-2310. This Agreement does not constitute an admission by the University of a violation of Title IX of the Education Amendments of 1972 (Title IX), or any other law enforced by OCR.

Action Item A: Reopening of the Investigation of the Sexual Harassment Complaint Filed against the Complainant by the Student

The University will designate an impartial investigator, who has experience in conducting investigations regarding sexual harassment, to re-interview the Complainant and review any additional information the Complainant wishes to provide related to the sexual harassment complaint filed against the Complainant by the Student. Prior to commencing the interview, the University will notify the Complainant of the allegations made by the Student and provide details of the specific allegations the Student asserted against him; notify him of the policy or policies he is alleged to have violated; explain the procedure(s) that will govern the interview as well as additional investigation the University deems appropriate, if any; and explain how he will be notified once the University decides whether to change the remedy and/or sanction previously imposed. After the interview is completed and any new information reviewed, the University will determine whether any additional steps are required in order to complete a prompt and equitable investigation. Thereafter, the University will provide a written investigation report to the Complainant and the Student, including a description of all evidence considered, the University's determination(s), and whether there will be any change to the remedies provided and sanctions previously imposed, and any opportunity to appeal.

Reporting Requirement:

By October 1, 2019, the University will complete its re-interview of the Complainant, and its review of any additional information obtained from the Complainant or otherwise in its investigation. The University will provide to OCR a copy of the written investigation report, along with documentation that such report was provided to the Complainant and to the Student, as required by Action Item A.

Action Item B: Assessing Grievance Procedures to Ensure Notice

The University will identify which of its grievance procedure(s) are applicable to, and provide for the prompt and equitable resolution of, complaints alleging any action prohibited by the regulation implementing Title IX, when filed by student complainants against employee respondents. If multiple procedures are applicable to such complaints, in whole or in part, the University will assess the relationship between and among its procedures, and will amend them as necessary to ensure the University provides adequate notice of which procedure applies under various circumstances. If the University amends its procedures, the University will provide appropriate

notice to its community about the amendments, and will assess if it needs to train Title IX and other staff on the amendments.

Reporting Requirement:

By October 1, 2019, the University will report to OCR the process and results of the review, as required by Action Item B, and other actions taken, if any.

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 complaint.

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: _____
/s/
Dr. Paulette Dillard
President or Designee
Shaw University

Date: _____