

RESOLUTION AGREEMENT
University of the District of Columbia
OCR Complaint No. 11-18-2349

The University of the District of Columbia (the University) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Complaint No. 11-18-2340.¹ 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.

1. The University will investigate the Complainant's allegations in her XXXXX disability-related grievance and take appropriate action, in accordance with its Section 504 grievance procedures. In this regard, the investigation will include a thorough evaluation of the Complainant's disability-based allegations, to determine if the allegations are appropriate for investigation. If the allegations are appropriate for investigation, the University will investigate the allegation(s) and provide the Complainant a written response to the grievance. Consistent with the University's procedures, the University will also provide the Complainant her appeal rights.
2. Within 15 days of the completion of the investigation of the Complainant's grievance, if the University determines that University personnel violated Section 504 regarding the Complainant's allegations, the University will appropriately remediate those violations.

Reporting Requirement:

By May 1, 2019, the University will provide OCR a copy of the University's investigation and all notes, documents, memorandum and interviews conducted in relationship to the investigation. The University will also provide a copy of the notice to the Complainant of the outcome of the University's investigation, including her appeal rights. If the University substantiates any of the Complainant's disability-related allegations, the University will also provide OCR a copy (or description) of all actions taken to remediate the substantiated allegations, including all documentation of the implementation of these actions.

Training

3. The University will provide training to the Disability Resource Center staff, the University's Section 504-ADA Coordinator and the David A. Clarke School of Law's (the "School") Departmental Chairpersons and Associate Dean of Students on its Grievance Procedures, including providing academic adjustments to students with disabilities and responding to disability-related grievances. Regarding staff persons who have responsibility to investigate grievances related to disability-related grievances, the University will ensure that such individuals are trained on their responsibility to conduct a prompt and equitable investigation.

¹ This provision does not supersede the University's commitment to comply with its OCR Complaint No. 11-13-2088 Resolution Agreement entered into on May 1, 2014.

Reporting Requirement:

By May 15, 2019, the University will provide OCR a draft of its proposed training materials for review and approval. With this documentation, the University also will provide the name and credentials of the training facilitator(s); and, the date(s) of the scheduled training.

Within 15 days of OCR’s approval, the University will conduct the training in provision No. 3. Within 7 days of the completion of the training, the University will provide OCR documentation evidencing that training has been provided. The documentation to be provided should include a copy of the notice of the training(s) provided to University staff and personnel; a copy of the training materials; the name(s) of the individual(s) who provided training; the date(s) of the training(s); and sign-in sheets showing the name(s) and title(s) of University staff and personnel who attended the training(s).

4. The University will issue a memorandum to School staff and faculty providing guidance on the University’s obligation under Section 504 to provide academic adjustments to students including modifications such as changes in the length of time permitted for the completion of degree requirements and adaptation of the manner in which specific courses are conducted.

Reporting Requirement:

By May 15, 2019 the University will provide OCR a draft of its proposed memorandum for review and approval. Within 15 days of OCR’s approval, the University will provide documentation that the memorandum has been distributed to all School faculty and administrators.

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: _____
Ronald Mason, Jr., President
University of the District of Columbia