

**RESOLUTION AGREEMENT**  
**Wake Forest University**  
***OCR Complaint No. 11-20-2314***

Wake Forest University (the University) agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegation investigated in Office for Civil Rights (OCR) Complaint No. 11-20-2314. 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.

1. Regarding the program **Girls in Stem** (the Program), the University agrees to take one of the following actions:
  - a. The University will invite boys to apply for enrollment in the Program beginning in March 2021 for the 2021-2022 school year, change the name and mission to eliminate any suggestion that it is limited to or focused exclusively on girls, and ensure that all communications issued by the University related to the Program effectively communicate that the Program is coeducational (these communications will include the name of the Program, the content of the website, the promotion of and recruitment for the Program, and all application materials); OR
  - b. The University will invite boys to apply for enrollment in the Program beginning in March 2021 for the 2021-2022 school year and maintain the name, provided that it can develop and implement strategies to effectively communicate to the applicable University community and to the public that the Program, notwithstanding the name, is open to all students and participants regardless of sex (these communications will include the content of the website, the promotion of and recruitment for the Program, and all application materials).

Reporting Requirement:

The University will provide OCR with its decision regarding the future of the Program and steps taken to resolve the concerns by March 1, 2021.

- If proceeding with option (a) above, the University will provide a report of all steps taken to make the Program coeducational.
- If proceeding with option (b) above, the University will provide a strategic plan or other materials which demonstrate how the University will effectively communicate to the University community and the public that the Program is coeducational despite its name. In addition, for the 2021-2022 and the 2022-2023 academic years, the University will collect and submit to OCR, by June 30 of 2021 and 2022, the following information: A list of all individuals who applied for participation in the Program by name or unique identifier and sex; an indication whether they were permitted to participate; and for those individuals

who applied but were not permitted to participate, the reason(s) for not allowing their participation.

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 applicable, 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 and obligations of this Agreement. Upon the University's satisfaction of the terms and obligations of this Agreement, OCR will close this case. Nothing in this Agreement prohibits the University from choosing to discontinue the Program in its entirety at any time.

The University understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this Agreement and/or the applicable statutes and regulations. Before initiating such proceedings, OCR will give the University written notice of the alleged breach and 60 calendar days to cure the alleged breach.

By: \_\_\_\_\_ Date: January 8, 2021  
Name and Title