

RESOLUTION AGREEMENT
University of Virginia
OCR Complaint No. 11-20-2345

The University of Virginia (the University) agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegation investigated in Office for Civil Rights (OCR) Complaint No. 11-20-2345 pursuant to Section 302 of OCR's *Case Processing Manual*. 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. The University agrees to take one of the following actions as it pertains to The Women's Leadership Program (the WLP):
 - a. The University will cease its involvement with the WLP, or
 - b. The University will ensure that the University of Virginia Darden School Foundation (the Foundation) makes the WLP coeducational, change the name of WLP to eliminate any suggestion that it is for a single sex, and ensure that all communications related to the WLP effectively communicate that the program is coeducational (these communications will include the name of the program, the design and content of the website, and the promotion of and recruitment for the program), or
 - c. The University will ensure that the Foundation makes the WLP coeducational and that it may maintain the name the WLP, provided that the Foundation can develop and implement strategies to effectively communicate to the applicable University community and the public that the WLP, notwithstanding the name, is open to all students and participants regardless of sex (these communications will include the design and content of the website, and the promotion of and recruitment for the program).

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.

- a. If proceeding with option (a) above, the University will report all steps taken to ensure that significant assistance is not provided to the WLP.
- b. If proceeding with option (b) above, the University will provide a report of all steps taken by the Foundation to make the WLP coeducational.
- c. If proceeding with option (c) above, the University will provide a strategic plan or other materials which demonstrate how the Foundation will effectively communicate to the University community and the public that the program is coeducational despite its name. In addition, by May 31 of 2021 and 2022, for the 2020-2021 and the 2021-2022 academic years, the University will collect the following information from the Foundation and submit to OCR: A list of all individuals who applied for participation in the WLP 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 the 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 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 and obligations of this Agreement. Upon the University's satisfaction of the terms and obligations of this Agreement, OCR will close this case.

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: _____
James E. Ryan, President
University of Virginia

Date: _____
January 14, 2021