

**RESOLUTION AGREEMENT**  
**Bryant & Stratton College, Virginia Beach Campus**  
**OCR Complaint No. 11-21-2210**

Bryant & Stratton College, Virginia Beach Campus (the College) agrees to fully implement this Resolution Agreement (the Agreement) to resolve the allegations investigated in Office for Civil Rights (OCR) Complaint No. 11-21-2210. This Agreement does not constitute an admission by the College of a violation of Title IX of the Education Amendments of 1972 (Title IX), or any other law enforced by OCR.

**Policies and Procedures Pertaining to Pregnancy and Related Conditions**

- A. The College will adopt policies and procedures that ensure that students are not unlawfully excluded from the College's educational programs or activities based on their pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, including with respect to any student requests for reasonable adjustments on these bases.
- B. The College will provide training to all College employees who are responsible for implementing the policies and procedures as described above, and for processing requests for reasonable adjustments from students based on their pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, emphasizing the College's obligation to apply such policies and procedures consistently.

**Reporting Requirements:**

- 1. By February 1, 2022, the College will submit to OCR, for OCR's review and approval, a draft of its revised or newly developed policies and procedures, as described in Action Item A above.
- 2. Within 30 calendar days of OCR's approval of the policies and procedures, the College will submit to OCR documentation that the policies and procedures have been adopted, and where they are located or have been published or posted.
- 3. Within 30 calendar days of OCR's approval of the policies and procedures, the College will submit to OCR, for OCR's review and approval, a copy of proposed training materials for the training described in Action Item B above, and the name(s), position title(s), and qualifications of the individual(s) who will conduct the training.
- 4. Within 30 calendar days of OCR's approval of the training materials, the College will conduct the training and provide verification to OCR, including: (a) the name of the individual(s) who conducted the training; (b) the date(s) of the training session(s); (c) all training materials; and (d) a sign-in sheet with the names, signatures, and position titles of the College personnel who participated in each training session.

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 and obligations of this Agreement. Upon the College's satisfaction of the terms and obligations of this Agreement, OCR will close this complaint.

The College 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 College written notice of the alleged breach and 60 calendar days to cure the alleged breach.

/s/

January 7, 2022

By: \_\_\_\_\_ Date: \_\_\_\_\_

Francis J. Fesler  
President & Chief Executive Officer (or Designee)  
Bryant & Stratton College, Virginia Beach Campus