

**RESOLUTION AGREEMENT**  
**North Carolina Central University**  
**OCR Case No. 11-23-2058**

North Carolina Central University (the University) agrees to fully implement this Resolution Agreement to resolve the allegation investigated in Office for Civil Rights (OCR) Case No. 11-23-2058. This Agreement does not constitute an admission by the University of a violation of Section 504 of the Rehabilitation Act of 1973 (Section 504) or Title II of the Americans with Disabilities Act of 1990 (Title II) or any other law enforced by OCR.

**Action Item 1 - Procedures**

The University will develop evacuation procedures for all University buildings, including the [redacted content] (the Building). The evacuation procedures will address the evacuation needs of students, staff, and visitors with a variety of disabilities (e.g. – visual, hearing, mobility and respiratory disabilities). The evacuation procedures will include information regarding the areas of refuge for all buildings, including the Building.

**Reporting Requirement:**

- a. By November 1, 2023, the University will submit a copy of its draft evacuation procedures for OCR's review, feedback, and approval.

**Action Item 2 – Implementation and Publishing of Procedures**

Within 30 calendar days of receiving OCR's written approval, the University will publish the evacuation procedures in, at a minimum, student and employee handbooks and on its website. In addition, within 30 calendar days of receiving OCR's written approval, the University will post the evacuation procedures in prominent locations on each floor of all buildings and will include information on how to notify University officials of a need for assistance.

**Reporting Requirements:**

- a. Within 7 calendar days of publication, the University will submit to OCR copies of all documents and links to all webpages containing the evacuation procedures.
- b. Within 7 calendar days of posting the evacuation procedures, the University will provide OCR with documentation verifying the positing of the procedures. OCR may arrange an in-person or virtual visit with the University to ensure compliance.

**Action Item 3 - Training**

The University will provide training to all appropriate University staff who oversee operations to University buildings regarding its obligation under Section 504 and Title II to ensure that a qualified person with a disability not be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination under any program or activity of the University. The

training will include a discussion of the University's evacuation procedures and process for notifying visitors about the evacuation procedures.

**Reporting Requirements:**

- a. By November 1, 2023, the University will submit to OCR, for OCR's review and approval, a copy of the proposed training materials and the name(s), position title(s), and qualifications of the individual(s) who will conduct the training.
- b. After the conclusion of the training, but no later than February 1, 2024, the University will submit to OCR documentation demonstrating the training was provided. The documentation will include:
  - i. The agenda and handouts for the training;
  - ii. The date and time the training was held;
  - iii. The name(s) and qualifications of the training instructors; and
  - iv. A copy of the attendance sheets maintained for the training, including the name and title for each participant.

**Action Item 4 – Areas of Refuge**

The University will ensure that the Building contains area(s) of refuge consistent with the 2010 ADA Standards at §105.2.4 and § 216.4.2, and the International Building Code (IBC) at §1007.6 (2003), §1003.2.13.5 (2000).

**Reporting Requirement:**

- a. By March 1, 2025, the University will submit to OCR documentation verifying that the University has ensured that the Building has an area of refuge consistent with the 2010 ADA Standards and the IBC. OCR may arrange an in-person or virtual visit with the University to ensure compliance.

By signing this Agreement, the University agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. 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.

The University understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the University is in compliance with the terms of the Agreement and with Section 504 and its implementing regulation at 34 C.F.R. Part 104 and Title II and its implementing regulation at 28 C.F.R. Part 35.

The University understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice for judicial proceedings to enforce the specific terms of this Agreement and the applicable statute(s) and regulation(s). 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: \_\_\_\_\_

Dr. Johnson O. Akinleye, Chancellor  
North Carolina Central University

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