

**Resolution Agreement
Macomb Community College
OCR Docket #15-14-2244**

Macomb Community College (the College) submits the following resolution agreement (Agreement) to the U.S. Department of Education's Office for Civil Rights (OCR), to ensure the College's compliance with Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*, and its implementing regulation, 34 C.F.R. Part 106 (Title IX), and to resolve the above-referenced complaint. Accordingly, the College agrees to take the following action steps:

TITLE IX GRIEVANCE PROCEDURES

1. **By May 31, 2016**, the College will adopt and implement the OCR-approved revised **Civil Rights Complaint Procedure**, attached to this Agreement as the Exhibit; publish it on its website; and include it in its student handbooks. To the extent that cost prohibits an immediate reprinting of hard copy handbooks, the College may add inserts to any existing handbooks and distribute those inserts to students until such time as the hard copy handbooks are re-published. Such distribution could take place by e-mail. The College will further review and, as appropriate, revise all of its existing policies and procedures that address discrimination on the basis of sex to ensure that they are consistent, or, to the extent necessary, withdrawn, so as to eliminate confusion for students and staff. The College will further notify staff, students, and faculty of where copies of the policies and procedures may be obtained.

REPORTING REQUIREMENT: By **May 31, 2016**, the College will provide documentation to OCR verifying its implementation of Action Step 1 of the Agreement, including copies of the published procedure, a link to the revised procedure on the College's website, any notices issued, and documentation confirming the revision or deletion of any conflicting policies and procedures.

2. **By May 31, 2016**, the College will provide training to all staff responsible for receiving and/or investigating complaints of sex discrimination. The training will address the College's obligation pursuant to Title IX and its implementing regulation at 34 C.F.R. § 106.8(b) to promptly and equitably respond to complaints alleging sex discrimination and the College's procedures for doing so. The training will also specifically address the changes to the College's Civil Rights Complaint Procedure. This training will be conducted by a person knowledgeable about these subjects.

REPORTING REQUIREMENTS: By **May 31, 2016**, the College will provide documentation to OCR to verify its implementation of Action Step 2 above. Specifically, the College will provide documentation showing the date and location of the training and the attendees; a list of any College staff who did not participate although required to receive the training pursuant to the Agreement; a description of the qualifications of the presenter; an outline of the topics covered in the training; and a copy of any materials distributed during the training.

GENERAL REQUIREMENTS

The College understands that OCR will not close the monitoring of this Agreement until OCR determines that the College has fulfilled the terms of this Agreement and is in compliance with Title IX and its implementing regulation at 34 C.F.R. §106.8(b), which was at issue in this case.

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 this 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 of this Agreement and is in compliance with Title IX and its implementing regulation at 34 C.F.R. § 106.8(b).

The College 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 shall give the College written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

_____/s/_____
President or designee

____12/17/15_____
Date