

**Resolution Agreement
Cuyahoga Community College
OCR Docket #15-15-2204**

Cuyahoga Community College (the College) agrees to resolve the allegation of discrimination in the above referenced complaint, filed with the U.S. Department of Education, Office for Civil Rights (OCR). In federal litigation, the District Court found that the Complainant's claim was moot. This agreement was entered into voluntarily and does not constitute an admission of liability, non-compliance, or wrongdoing by the College. The College submits this Resolution Agreement (Agreement) to ensure compliance with the requirements of the Age Discrimination Act of 1975 (the Age Act), 42 U.S.C. § 6101 *et seq.*, and its implementing regulation at 34 C.F.R. Part 110. In accordance with its mission to provide educational opportunities to the maximum number of students, the College agrees to implement the actions set forth below:

Action Steps

1. By October 31, 2018, the College will revise its policies, website, recruitment materials, and the Application Packet for admission to its Basic Police Academy (Application Packet), to remove any reference to restricting admission of students under the age of 20, wherever it is found, and submit to OCR the Application Packet for review and approval of the age requirements only. Additionally, the College may include a disclaimer indicating students understand that certifications issued by the Police Academy are only valid for two years and most police departments will not hire graduates under the age of 21 and therefore successful applicants agree to release the College of liability if their certifications expire before they find employment as a police officer.

REPORTING REQUIREMENT:

By October 31, 2018, the College will submit to OCR, for review and approval, a list of where the statements were removed, a link to the revised website or a snapshot of the revised website, and the revised minimum age requirements.

2. Within 30 calendar days of receipt of OCR's approval of the College's revisions to the Application Packet for admission to its Basic Police Academy incorporating the requirements of Action Step 1 above, removing the minimum age requirements for admission, the College will revise the Application Packet on its website to remove minimum age requirements for admission, and by other similarly effective means; and discontinue publication of a minimum age requirement for admission to its Basic Police Academy and use of the original Application Packet, which will include removal of the original Application Packet from the College's website.

REPORTING REQUIREMENT:

Within 30 calendar days of receipt of the OCR approved Application Packet pursuant to Action Step 1 above, the College will submit information to OCR sufficient to document its

publication and use of the OCR-approved revisions to the minimum age requirements set forth in the Application Packet.

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 the regulations implementing 34 C.F.R. § 110.10, 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 the Age Act and its implementing regulation at 34 C.F.R. § 110.10.

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

_____/9/25/18_____
Date