

**Resolution Agreement
Kellogg Community College
OCR Docket # 15-16-2100**

In order to resolve the above-referenced complaint filed with the U.S. Department of Education's Office for Civil Rights (OCR), and to ensure Kellogg Community College's (the College) compliance with the requirements of 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, the College agrees to comply with the terms of this Resolution Agreement (Agreement).

A. TRAINING

1. By January 13, 2017, the College will provide training to all College nursing administrators and full-time staff, and the College's Title IX coordinator, regarding Title IX's prohibitions against discrimination, different treatment and retaliation, and Title IX's grievance procedure requirements. This training will be conducted by a person knowledgeable about these subjects. The training will be videotaped and provided to all College nursing new hires, including but not limited to adjunct instructors; such new hires will submit a written verification to the College that they were provided with the training.
2. In addition to the above training, the College will provide training to all College nursing administrators and full-time staff on the responsibility of employees to report incidents of possible discrimination and the procedures for doing so and will provide instruction on how to recognize and take steps reasonably designed to prevent and respond appropriately to such discrimination. This instruction will be provided to all College nursing new hires, including but not limited to adjunct instructors; such new hires will submit a written verification to the College that they were provided with the instruction.

REPORTING REQUIREMENT: By January 17, 2017, the College will provide documentation to OCR to verify its implementation of Items 1 and 2. Specifically, the College will provide verification of the attendees at the trainings including sign in sheets, a list of any staff who did not participate, a description of the qualifications of the presenter(s), outlines of the topics covered in the training(s), and any materials distributed during the training(s).

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 of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*, and its implementing regulation, 34 C.F.R. §§ 106.31 (a) and (b)(1) and (4) and 106.71, which were 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 of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*, and its implementing regulation, 34 C.F.R. §§ 106.31 (a) and (b)(1) and (4) and 106.71.

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 a minimum of sixty (60) calendar days to cure the alleged breach.

/s/

8/29/16

President or designee

Date