

**Adrian College
Resolution Agreement
OCR Docket Nos. 15-17-2701 and 15-17-2101**

Adrian College (the College) voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), for the purpose of resolving the above-referenced complaints and ensuring compliance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100 (Title VI).

The College agrees to take the following actions:

1. By November 1, 2021, the College will provide training by a competent authority on Title VI, including its prohibitions on discrimination, including but not limited to different treatment, on the basis of race, color, or national origin and on retaliation for activity protected under Title VI. XXXXX - SENTENCE REMOVED – XXXXX.

Reporting Requirement: By November 15, 2021, the College will submit a report to OCR with supporting documentation demonstrating that the training referenced in Item 1 of this Agreement was provided. The documentation will include information about the date(s) of the training(s); copies of the agendas and any training materials distributed; the name and qualifications of the person(s) who provided the trainings, demonstrating that the trainer(s) is a competent authority on Title VI; and a copy of the sign-in sheets of attendees, indicating name and job title.

2. By November 1, 2021, the College will XXXXX XXXXX XXXXX XXXXX XXXXX
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XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX and that the College is
committed to Title VI's prohibition of race, color, and national-origin discrimination,
including the prohibition of different treatment on these bases, and Title VI's prohibition
of retaliation, and is committed to maintaining a campus environment free of
discrimination and retaliation.

Reporting Requirement: By November 15, 2021, the College will submit to OCR for review a copy of the letter issued to the Student demonstrating that Item 2 of the Agreement was implemented.

3. By November 1, 2021, the College will develop a procedure to ensure that any decision
XXXXXX XXXXXX XXXXXX XXXXXX XXXXXX XXXXXX XXXXXX XXXXXX XXXXXX
XXXXXX XXXXXX XXXXXX to ensure that the decision is consistent with the College's
obligations pursuant to Federal civil rights laws. Once approved, the College will
immediately implement the policy.

Reporting Requirement: By November 15, 2021, the College will submit a copy of the procedure developed pursuant to Item 3 of the Agreement for OCR’s review and approval. By June 15, 2022, the College will submit to OCR documentation showing that

the procedure was followed if any decision was made during the XXXXX XXXXX
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4. By November 1, 2021, XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX
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Once approved, the College will immediately implement the policy.

Reporting Requirement: By November 15, 2021, the College will submit a copy of the policy developed pursuant to Item 4 of the Agreement for OCR's review and approval. By June 15, 2022, the College will submit to OCR documentation showing that the procedure was followed with respect to any Notice of No-Contact issued during the 2021-2022 school year.

General Requirements

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

The College understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Agreement and/or applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the College written notice of the alleged breach and 60 calendar days to cure the alleged breach.

The Agreement will become effective immediately upon the signature of the College's representative below.

/s/

09/09/2021

President or Designee

Date