

**Resolution Agreement
Hiram College
OCR Docket #15-18-2088**

Hiram College (the College) voluntarily submits the following Resolution Agreement (the Agreement) to the U.S. Department of Education's Office for Civil Rights (OCR) to ensure compliance with Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104, and to resolve the above-referenced complaint. While not admitting to any violation, the College wishes to demonstrate its ongoing commitment to supporting its students with disabilities. To do so, the College agrees to take the following actions:

1. By January 30, 2020, the College agrees to provide training to its Vice President and Dean of Students, Vice President and Academic Dean, Director of Disability Services, school directors and associate deans regarding the College's procedures for determining whether a requested academic adjustment would fundamentally alter the nature of the instruction being pursued by a student with a disability. The training will cover information about:
 - a. who must be included in the committee tasked with determining whether a requested accommodation is a fundamental alteration (e.g. persons knowledgeable about the student's disability, including Student Disability Services staff, and about the program, such as faculty and department chairs);
 - b. the case-by-case, or course-by-course, deliberation to be conducted concerning: the program/course requirements at issue; whether such requirements are essential; the feasibility, cost, and effect on the program of the requested academic adjustment; and any alternatives; and
 - c. best practices consistent with the College's requirements for documenting the determination and the rationale for the determination, and notifying the student.

Training may be accomplished through already established faculty and/or staff meetings or by an alternative means determined by the College that will provide effective access to the information to be disseminated.

Reporting Requirements: By February 17, 2020, the College will provide OCR with the date(s), time(s), and location(s) when the College's training was held; the name, title, and qualifications of the person providing the training; a copy of the sign-in sheet for attendees that lists that name and title of each attendee; a copy of the training agenda; and a copy of any training materials distributed during the training.

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 of the

