

**Wayne County Community College District
Resolution Agreement
OCR Docket #15-19-2076**

Wayne County Community College District (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 complaint and ensuring compliance with Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. § 12132, and its implementing regulation at 28 C.F.R. Part 35.

The College agrees to take the following actions:

- I. By April 15, 2021, the College will promptly investigate the Complainant's internal complaints of disability discrimination, dated XXXXX, in accordance with the disability grievance procedure set forth in its Disability Support Services handbook (i.e., "Grievance Procedure for EOCC Complainants"). The investigation will provide an adequate, reliable and impartial inquiry of the complaints and will comply with the requirements of Section 504 and Title II, incorporate appropriate due process standards, and provide for the prompt and equitable resolution of the grievance.

The College will notify the Student, in writing, of the outcome of its investigation of the Student's internal complaint. The written notification to the Student will include: a statement explaining the allegation(s) of the disability discrimination investigated by the College; a statement describing the evidence obtained by the College; a statement of the legal standard the College applied in analyzing the evidence obtained; an explanation of the College's findings following its investigation; and, if applicable, any remedies provided to the Student or other actions taken by the College. The College must specifically evaluate and address any additional remedies due to the Student caused by the College's initial delay in processing XXXXX grievance.

Reporting Requirement: By April 15, 2021, the College will provide OCR with documentation showing that the College implemented Item I.

2. By April 15, 2021, the College will provide training on the College's Grievance Procedures for EOCC Complaints to all relevant College administrators and staff (and specifically the Section 504 Coordinator, members of the Disability Support Services/ACCESS staff, administrative staff who receive general student complaints, and anyone else involved with handling disability grievances). The training will specifically note that staff who receive general student complaints will need to review those to determine whether they also raise issues of disability discrimination, and, if so, process those according to the College's Grievance Procedures for EOCC Complaints and inform complainants of those same procedures. The College will further send an internal memorandum to these individuals, as well as all faculty, attaching a link to or copy of the grievance procedures and, if applicable

identifying any changes in practice necessary to fully implement those procedures at the College.

Reporting Requirement: By April 15, 2021, the College will provide OCR with documentation showing that the College implemented Item 2.

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 commitments made under 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 sixty (60) calendar days to cure the alleged breach.

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

 /s/

President or Designee

12/18/20

Date