

**Resolution Agreement
Davis & Elkins College
OCR Docket Number 03-14-2379**

OCR and Davis & Elkins College (the College) enter into this agreement to resolve the allegation in the above-referenced complaint. This agreement does not constitute an admission of liability or non-compliance by the College. The College assures the U. S. Department of Education, Office for Civil Rights, (OCR), that it will take the following actions to comply with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 et seq., and its implementing regulation, at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex by recipients of Federal financial assistance.

Accordingly, to resolve the issues of this investigation, the College agrees to take the following actions.

A. Public Anti-Harassment Statement

No later than January 1, 2018, the College will issue a statement to the College community, including College students, employees, and third parties associated with the College, which will be widely published, including in the College's newspaper and on the College's website, stating that College policy prohibits sex discrimination, including sexual and gender-based harassment, assault, and violence. The statement will inform College community members of how to report allegations of sex discrimination, including sexual and gender-based harassment, assault and violence; will explain the role of the Title IX Coordinator and deputy coordinators; and will provide contact information for the Title IX Coordinator.

Reporting Requirement: By February 1, 2018, the College will submit to OCR documentation demonstrating that the anti-harassment statement has been widely published, including copies of the College's newspaper and relevant pages of its website where the statement appeared.

B. XXXXXX

XX – paragraphs redacted – XX

GENERAL REQUIREMENTS

The College understands that by signing this Agreement, it agrees to provide the foregoing 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 and its implementing regulation at 34 C.F.R. §§ 106.8, 106.9, and 106.31. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

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.

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

/s/

10/20/2017

President or Designee
Davis & Elkins College

Date

/s/

11/1/2017

U.S. Department of Education
OCR Philadelphia Office Director

Date