

**Resolution Agreement**  
**OCR Complaint #03142053**  
**Lock Haven University of Pennsylvania**

Lock Haven University of Pennsylvania (the University) has agreed to resolve one of the allegations of age discrimination raised in complaint #03142053 filed with the U.S. Department of Education, Office for Civil Rights (OCR). The University agrees to implement the following steps and to report the results of implementation to OCR.

1. The University recognizes its obligation under the Age Discrimination Act (the Age Act), at 34 C.F.R. § 110.10, to ensure that no person, on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. By October 31, 2015 the University will issue a statement to all faculty, staff, and students that will be posted in prominent locations and published on the University's website, stating that the University does not tolerate harassment on the basis of age. The statement will encourage any student who believes he or she has been subjected to discrimination or harassment to report the harassment to the University, and will note the University's commitment to conducting a prompt investigation. The statement will include the appropriate contact information for the designated staff member to whom students and staff may report allegations of age discrimination or harassment.

REPORTING REQUIREMENT: By November 30, 2015, the University will provide OCR with documents establishing the University's compliance with action step #1, including a link to the statement on the University's website and a description of places where the notice is posted.

2. In accordance with the Age Act, at 34 C.F.R. § 110.25(c), the University will review and revise its age discrimination grievance procedures, to incorporate appropriate due process standards and provide for the prompt and equitable resolution of complaints alleging any prohibited actions under the Age Act. The University's age discrimination grievance procedures must, at a minimum, contain the following elements:
  - a. notice to students, parents, and employees of the procedure, including how and where to file a complaint;
  - b. application of the procedure to complaints alleging age discrimination carried out by students, employees, or third parties;
  - c. adequate, reliable, and impartial investigation, including the opportunity to present witnesses and other evidence;
  - d. designated and reasonably prompt timeframes for the major stages of the complaint process;
  - e. notice to the parties of the outcome of the complaint, and the basis for the decision; and
  - f. an assurance that the recipient will take steps to prevent the recurrence of any prohibited actions and to correct its discriminatory effects on the complainant and others, if appropriate.

REPORTING REQUIREMENTS:

- By November 30, 2015, the University will provide OCR with a copy of its grievance procedures for OCR's review and approval.
- Within 60 calendar days after OCR's approval of the age discrimination grievance procedures, the University will provide OCR with documentation that it has implemented the procedures, including copies of written notices issued to students and employees regarding the approved grievance procedures and a description of how the notices were distributed; copies of its approved student and employee handbooks and any other publications where these procedures are published; and a link to its webpage where the approved grievance procedures are located.

The University understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the University understands that during the monitoring of this Agreement, if necessary, OCR may visit the University, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the University has fulfilled the terms of this Agreement and is in compliance with the regulations implementing the Age Act at 34 C.F.R. §§ 110.10 and 110.25(c), which were at issue in this case.

The University understands that OCR will not close the monitoring of this Agreement until OCR determines that the University has fulfilled the terms of this Agreement and is in compliance with the regulations implementing the Age Act at 34 C.F.R. §§ 110.10 and 110.25(c), which were at issue in this case.

The University 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 and 100.10) or judicial proceeding to enforce this Agreement, OCR shall give the University written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

/s/

10/5/15

---

Dr. Michael Fiorentino  
President, Lock Haven University of Pennsylvania

---

Date