

Resolution Agreement
Front Range Community College
Complaint No. 08-15-2140

In order to resolve an allegation in Case Number 08-15-2140, filed against Front Range Community College (“College”) and opened for investigation by the U.S. Department of Education, Office for Civil Rights (OCR) pursuant to Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794 (Section 504) 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. §§ 12131–65, and its implementing regulation at 28 C.F.R. part 35, the College agrees to implement the following Resolution Agreement.

During the course of OCR’s investigation, before OCR had made any findings, the College indicated its willingness to take steps necessary to ensure compliance with Section 504 and Title II. Pursuant to Section 302 of OCR’s *Case Processing Manual*, a complaint allegation may be resolved when, before the conclusion of an investigation, a recipient expresses an interest in resolving the allegation and issues, and OCR determines that it is appropriate to resolve them with an agreement during the course of an investigation. The College’s decision to enter into this Agreement is not an admission of liability or wrong-doing, nor shall it be construed as such.

RESOLUTION ACTIONS

- 1. Revision to the College’s Disability Policies and Procedures.** The College will review, and, if necessary, revise its policies and procedures (hereinafter “policies/procedures”) for the provision of accommodations for students with disabilities, who request such accommodations. OCR will review the draft policies/procedures to ensure that these are consistent with 34 C.F.R. 104.44.

REPORTING REQUIREMENT: By December 31, 2015, the College will provide for OCR’s review and approval a copy of their draft revisions to the College’s policies/procedures.

- 2. Feedback and Approval.** OCR will provide feedback, suggestions, and ideas to the College on ways to improve these policies/procedures. Within 30 days of OCR’s approval of the draft policies/procedures, the College will adopt and implement the policies/procedures.

REPORTING REQUIREMENT: Within 30 days of the final adoption of the revised policies/procedures, the College will document to OCR that it has adopted and implemented these policies/procedures.

- 3. Training.** Once the new policies and procedures are adopted, the College will offer training to their faculty and staff, highlighting the changes to the policies/procedures. The training will be provided to the staff person who allegedly failed to provide the complainant’s academic adjustments. Additionally, attendees should include individuals

