

VOLUNTARY RESOLUTION AGREEMENT

I. INTRODUCTION

The University of Oregon enters into this agreement to resolve the allegations in a complaint (Reference No. 10142119) filed with the U.S. Department of Education, Office for Civil Rights (OCR), under section 504 of the Rehabilitation Act of 1973 and title II of the Americans with Disabilities Act of 1990, and the regulations that implement those statutes at 34 CFR Part 104 and 28 CFR Part 35.

II. GENERAL PROVISIONS

- A. This agreement resolves the allegations in OCR Reference No. 10142119 and does not constitute an admission by the university of any violation of Section 504, Title II, or any other law.
- B. OCR agrees to discontinue its investigation of OCR Reference No. 10142119 based upon the university's commitment to take the actions specified in this agreement which, when fully implemented, will resolve the allegations in this case.
- C. The university 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 this agreement. Further, the university understands that during the monitoring of the implementation 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 regulation implementing Section 504 at 34 CFR 104.4 and 104.23, and Title II at 28 CFR 35.130 and 35.151 which were at issue in this case.
- D. The university understands that OCR will not close the monitoring of the implementation of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulation implementing Section 504 at 34 CFR 104.4 and 104.23, and Title II at 28 CFR 35.130 and 35.151 which were at issue in this case.
- E. 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 CFR 100.9, 100.10) or judicial proceedings to enforce this

agreement, OCR shall give the university written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

III. RESOLUTION PROVISIONS

A. Policies, Procedures and Practices

By August 30, 2014, the university will review and revise, as necessary, its policies, procedures and practices to ensure that it does not discriminate, based on disability, with regard to university parking spaces. Specifically, the university will ensure that it provides disabled students, faculty and staff equivalent parking space choices as those provided to non-disabled students, faculty and staff, such as the ability to park in all the same parking areas, unless the university is able to demonstrate that it provides disabled students, faculty and staff equivalent or better access to its facilities by using different parking area choices for disabled students.

B. Notice and Training

1. By September 30, 2014, the university will review and revise, if necessary, its online and print communications regarding parking for students, faculty and staff to ensure that they reflect the revisions made to the university's parking pursuant to III.A., above, and ensure that students, faculty and staff can easily locate the parking policies on the university's website.
2. By September 30, 2014, the university will provide signage at the parking areas designated for students, faculty and staff, to notify them of the availability of disabled parking spaces for students, faculty and staff in these areas.
3. By September 30, 2014, the university will provide training to the employees within the University's parking and Transportation Services office, Accessible Education Services office, and the office of the Affirmative Action and Equal Opportunity who are responsible for administering parking accommodations and permits to students, faculty and staff with disabilities. The training will include a review of any revisions to the university's policies, procedures, and practices that resulted from III.A., above.

C. Modifications to Ensure Accessibility

1. By August 30, 2014, the university will review all the parking areas that serve its campus facilities to determine whether the parking areas comply with applicable accessibility requirements, including the number, location, signage and dimension of the spaces.
2. Within 30 days after receiving OCR's approval of its review as described in the reporting sections below, the university will develop a plan to make necessary modifications to ensure that each disabled parking space designated for students, faculty or staff on the university campus complies with applicable accessibility requirements.
3. Within 30 days of receiving OCR's approval of the university's plan developed pursuant to section III.C.1. above, the university will implement the plan.

IV. REPORTING PROVISIONS

A. Policies and Procedures

1. By September 30, 2014, the university will submit to OCR for review and approval its proposed revisions to its policies, procedures and practices developed pursuant to Section III.A., above.
2. Within 30 days of receiving OCR's approval on the university's proposed revisions to its policies, procedures and practices developed pursuant to Section III.A., above, the university will adopt and implement the policies, procedures and practices.
3. Within 30 days of the adoption and implementation of the revised policies, procedures and practices developed pursuant to Section III.A., above., the university will send a report to OCR reflecting the steps it has taken in implementing them.

B. Notice and Training

1. By September 30, 2014, the university will provide OCR a copy of any revised online and print materials developed pursuant to section III.B.1, above.

2. By September 30, 2014, the university will provide OCR a report containing documentation indicating that the university has provided signage pursuant to section III.B.2., above.
3. By October 30, 2014, the university will provide OCR a report on the training it provided pursuant to section III.B.3, above. The report will include, but is not limited to: the date, duration, agenda, description of the training, a list of the employees by name and title, who attended the training, and copies of any handouts.

C. Modifications to Ensure Accessibility

1. By August 30, 2014, the university will provide OCR with a report containing the details of its review pursuant to III.C.1, above. The report will include a description of the parking areas reviewed and the results of the review (e.g. a description of the number, location, signage and dimension of the spaces, as well as the total number of parking spaces in each parking area).
2. OCR will review the district's report and notify the university if OCR needs additional information. The university will provide any additional information within 30 days, unless OCR and the university decide on a different timeline.
3. After OCR approves the university's parking review, the university will create a plan within 30 days to make the necessary modifications identified in the review to comply with applicable accessibility standards.
4. OCR will review the university's plan and completed steps, and notify the university if additional modifications are necessary for the parking spaces to comply with applicable accessibility laws. If additional modifications are needed, the university will send documentation to OCR that it has completed the modifications within 90 days of receiving notice of the necessary modifications from OCR.

Signed:

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Dr. Michael Gottfredson
President, University of Oregon

___7/25/2014___
Date