

Resolution Agreement
University of North Carolina Greensboro
OCR Complaint No. 11-14-2299

University of North Carolina Greensboro (the University) agrees to fully implement this Resolution Agreement (the Agreement) to resolve Office for Civil Rights (OCR) Complaint No. 11-14-2299. This Agreement does not constitute an admission by the University of a violation of Title VI or any other law enforced by OCR.

1. Within twenty (30) calendar days of the date of this Agreement, the University shall complete its investigation of the Complainant's June 2014 grievance, particularly the Complainant's allegation of discrimination based on race and national origin, by completing any necessary fact-finding and issuing a written outcome letter to the Complainant explaining its finding and rationale for its decision.

Reporting Requirement:

By March 27, 2015, the University will provide to OCR documentation to show that it has completed item number 1 above. The documentation shall include a copy of the outcome letter sent to the Complainant as well as documentation to support the University's completion of its investigation and analysis such as witness interviews, investigator notes, evidence submitted, investigation reports and summaries,.

2. By March 6, 2015, the University will develop a memorandum that addresses the University's responsibility to respond to grievances in accordance with the University's "Grievance Procedures for Students" and to be responsive to the allegations raised in those grievances. The memorandum will also reference the University's Policy on Discriminatory Conduct and provide a reminder of the University's obligation not to discriminate on prohibited bases, including race, color, or national origin. The University will direct the memorandum to administrators, faculty, and staff who may receive grievances or be designated to respond to grievances as an "officer," "convener," or as part of a "grievance committee" as defined by the "Grievance Procedures for Students."

Reporting Requirement:

By March 6, 2015, the University will provide for OCR's review and approval a draft of the memorandum.

Within 10 calendar days of OCR's approval of the draft memorandum, the University will issue the memorandum to the parties outlined above. The University will provide documentation that it has issued the memorandum by March 27, 2015, including providing a copy and an indication of who issued it and who received it.

3. The University will investigate and respond to all grievances submitted under the "Grievance Procedures for Students" in a consistent and responsive manner according to the guidelines specified by the "Grievance Procedures for Students."

Reporting Requirement:

By June 30, 2015, the University will submit to OCR copies of all grievances filed by students pursuant to the "Grievance Procedures for Students" during the 2014-2015 academic year. The University will provide OCR with documentation related to the investigation of each grievance such as witness interviews, investigator notes, evidence submitted, investigation reports and summaries, final outcome letters, and appeals. For each, the University also will provide OCR with the race and national origin of the grievant. If no grievances are filed during the 2014-2015 academic year, the University will notify OCR in writing in response to item number 3 above.

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 Title VI, which were at issue in this case.

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 this Agreement, if necessary, OCR may visit the University, interview staff and students, and request additional reports or data as necessary for OCR to determine whether the University fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title VI, which was 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, 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.

_____/s/_____
Chancellor

_____/2/13/15_____
Date