

**RESOLUTION AGREEMENT**  
**Oxford Lane Library**  
**OCR Docket #15-16-4009**

Oxford Lane Library (the Library) submits this Resolution Agreement (the Agreement) to the U.S. Department of Education's Office for Civil Rights (OCR), to resolve the above-referenced complaint and to ensure the Library's compliance with Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. § 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35.

In furtherance of this obligation, and while expressly denying any and all liability with respect to the allegations in the complaint, the Library agrees to take the following actions in order to provide individuals with disabilities, in particular those with mobility impairments, access to the Library's facility. Modifications made pursuant to this agreement will be done in accordance with the 2010 ADA Standards for Accessible Design (the 2010 ADA Standards). Any visits by OCR to the Library to monitor compliance with this Agreement will occur with advance notice to the Library's counsel.

**Action Steps**

1. By October 14, 2016, the Library will submit to OCR a design plan that the Library has formulated to provide individuals with disabilities access to the Library's facility in accordance with the 2010 ADA Standards to the Library (Modification Plan). OCR will grant date-certain requests for extension(s) of this deadline if the Modification Plan has not yet received zoning approval, provided that the Library documents diligence in seeking zoning approval. This Modification Plan will include:
  - a. Creating an accessible route that complies with the 2010 ADA Standards at Section 206 from the parking spaces located nearest to the main entrance;
  - b. Making the modifications to the parking lot necessary to ensure that accessible parking spaces at the Library comply with the 2010 ADA Standards at Sections 208 and 502, including but not limited to, Sections 208.3.1 (location along the shortest accessible route); 208.2.4 (sufficient van accessible spaces); 502.2 (vehicle spaces); 502.3 (access aisles); 403.3 (cross-slope of accessible route); and 405.3 (cross-slope of ramp on accessible route); and
  - c. Not using signage designating any spaces as van accessible that do not meet the 2010 ADA Standards at Section 502 for van-accessible spaces.
2. Upon OCR's approval of the Modification Plan (Approval Date), construction will begin as soon as is reasonably practical. Construction in accordance with the

Modification Plan will be completed no later than 180 calendar days after the Approval Date.

**Reporting Requirements**

By October 14, 2016 or subsequent dates pursuant to extensions granted by OCR, the Library will submit the Modification Plan for OCR’s review and approval.

The Library will submit additional documentation to OCR, including but not limited to photographs, work orders, purchase orders, project plans, and, if necessary, interim plans verifying implementation of the Action Steps above no later than 180 calendar days after the Approval Date. OCR may conduct an onsite visit to the Library to confirm full implementation of these items in accordance with the 2010 ADA Standards.

**General Requirements**

The Library understands that OCR will not close the monitoring of this Agreement until OCR determines that the Library has fulfilled the terms of this Agreement and is in compliance with Title II and its implementing regulation at 28 C.F.R. § 35.151, which was at issue in this case.

The Library 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 Library understands that during the monitoring of this Agreement, if necessary, OCR may visit the Library, interview staff, and request such additional reports or data as are necessary for OCR to determine whether the Library has fulfilled the terms of this Agreement and is in compliance with Title II and its implementing regulation at 28 C.F.R. § 35.151.

The Library 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 Library written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

/s/

09/13/2016

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Director or designee

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Date