

RESOLUTION AGREEMENT
University of Washington
OCR Case Numbers 10242040 and 10242317

The University of Washington (University) enters into this Resolution Agreement (Agreement) with the U.S. Department of Education, Office for Civil Rights (OCR) pursuant to Section 302 of OCR's Case Processing Manual prior to the conclusion of OCR's investigation. This Agreement does not constitute an admission of liability, non-compliance or wrongdoing by the University. The University assures OCR that it will take the following actions to resolve these complaints and to ensure compliance with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, or national origin, including shared ancestry or ethnic characteristics, by recipients of Federal financial assistance.

Action Item I – Review and Update of Policies and Procedures

The University will review its policies and procedures (Policies) to ensure that they adequately address the Title VI prohibition on discrimination based on race, color, and national origin, including discrimination based on a student's actual or perceived shared ancestry or ethnic characteristics. During its review, the University will identify the relevant policies and procedures currently in effect to ensure that they consistently provide that the University must assess whether incidents of reported shared ancestry discrimination or harassment have created a hostile environment.

Following the review, the University will ensure its Policies include the following provisions:

1. A statement that the University must assess whether each reported incident has created a hostile environment on campus, including conduct that occurs off campus or on social media if it creates, based upon the totality of the circumstances, a hostile environment within a University program or activity.
2. A description of the type of steps the University may take in response to reports of discrimination, including harassment, even where discipline may not be appropriate.
3. The name or title, office and email address, and telephone number for the University entities responsible for receiving and investigating reports of discrimination and retaliation, including shared ancestry or ethnic characteristics.
4. A description of the procedures that will be used to receive, investigate, and resolve reports, including how to report, the availability of supportive measures, the steps that will be taken as part of an investigation, and notice of the outcome to the complainant. The description of the procedures to include the following:
 - a. How to report immediate safety concerns to the relevant Police Department;
 - b. Coordination of campus safety measures for students during protests, and events;
 - c. Installation of a Title VI Coordinator to oversee institutional compliance with Title VI and ensure reports of discrimination based on race, color and national origin are reviewed in compliance with Title VI requirements;
 - d. All Title VI-related discrimination or harassment reports must be reported to, and responses overseen by a centralized University office (Office):
 - i. Reports include those that are made anonymously, or without any documentation, to a University employee, and such reports are to be evaluated and responded to by the Office to ensure compliance with Title VI obligations;

- ii. If a campus unit (e.g. professional school, graduate school, Housing & Food Services and University of Washington Police Department) other than the Office receives a report of discrimination, harassment, or retaliation on the basis of race, color, or national origin to include shared ancestry, it will forward the report to the Office to oversee the University's response;
 - iii. The Office will develop procedures to ensure official, centrally, coordinated University websites and publications contain accurate information on policies and procedures regarding discrimination or retaliation; and,
 - iv. The Office will review all official, centrally coordinated University-provided training and information materials that include information on discrimination, harassment, retaliation or climate to ensure that those materials include correct information related to compliance with Title VI, including content, definitions and reporting information.
- e. A definition of discriminatory harassment under Title VI that complies with the definition of discriminatory harassment under Title VI.
- f. A requirement that the Office will review all available data at least annually, including reports received whether investigated or substantiated and findings of discrimination, to see if any patterns, recidivism, or collective incidents exist that may warrant additional inquiry or response University wide or in specific programs or activities, including when the conduct occurs off campus or on social media, to ensure no hostile environment is created in a University program or activity, and whether additional training is warranted for University units.
- g. A requirement for documented interviews, if warranted, with individuals who have information about the report, including but not limited to, the complainant, the person accused of discrimination, witnesses, and anyone mentioned as having relevant information.
- h. Review of any records, notes, statements, or other documents related to the report.
- i. Notice of the outcome of the report following its investigation, unless the complainant is anonymous or has confirmed that they do not want notice of the outcome.
- j. An expressed commitment that after a finding of discrimination, the University will take appropriate remedial action designed to eliminate the discriminatory conduct, to prevent its recurrence, and to address its effects on the complainant and any other affected individuals.
- 5. A statement that retaliation is prohibited against persons who report discrimination or participate in related proceedings and how to report retaliation.
- 6. A statement that the University will uphold the Washington Administrative Codes (WAC's), Student Conduct Code, and all University regulations and policies.

Reporting Requirements:

- a) By April 30, 2025, the University will submit to OCR, for review and approval, a copy of the Policies in accordance with Action Item I.
- b) No later than August 1, 2025, after OCR's approval and the University's shared governance review of the revised Policies, the University will provide documentation to OCR demonstrating that it adopted the Policies and disseminated the Policies to University students and employees through its website, as well as by any other means the University deems effective to ensure that the information is widely disseminated.

Action Item II – Regular Reporting, Review, Investigation and Response Training for Employees

- A. By May 1, 2025, the University will provide regular training to all employees responsible for reviewing and/or investigating reports of discrimination, including harassment, based on shared ancestry or ethnic characteristics to ensure the investigators know how to identify relevant witnesses to interview and how to conduct interviews about such harassment. The training will also be provided to all employees involved in responding to reports of race, color and national origin discrimination and harassment in the University's senior executive leadership, Civil Rights Investigation Office/Civil Rights Compliance Office, Campus and Community Safety, Office of Minority Affairs and Diversity and Student Life. The training(s) will address:
1. The University's obligations under Title VI to respond to alleged discrimination, including harassment based on shared ancestry;
 2. A review of what constitutes constructive and actual notice under Title VI;
 3. The University's obligations to assess whether the alleged conduct reported creates a hostile environment on the basis of shared ancestry, even when the conduct occurs off campus or on social media postings;
 4. Examples of the type of harassing conduct and behavior that is covered by the University's Policies and Title VI;
 5. A review of the University's Policies that focus on the investigation of reports of discrimination, including harassment, based on national origin/shared ancestry, including instructions on how to conduct and document thorough and impartial investigations of alleged discrimination, including harassment, based on shared ancestry;
 6. A description of the type of steps the University will take in response to reports of discrimination, including harassment, such as the offer of support for students who are subjected to harassment, the alleged harasser, where appropriate, and remedial measures to ensure that a hostile environment created by the harassment is eliminated, including even where discipline may not be appropriate; and
 7. How to identify possible indications that a complainant or other witness may be experiencing retaliation and how to respond.

Reporting Requirements:

- a) By June 1, 2025, the University will provide documentation to OCR demonstrating that it provided training in accordance with Action Item II above, including the date(s) of the training; the name(s) and credentials of the trainer(s); copies of any training materials distributed; the agenda and/or a short summary of the material covered; and a list of attendees, by name and title.
- b) Within 30 calendar days of completing the training required by Action Item II above, the University will survey employees that attended the training to assess the effectiveness of the training.
- c) Within 60 calendar days of disseminating the survey, the University will provide OCR with the survey results regarding the effectiveness of the training and a summary of the steps that the University plans to take, if any, to address the survey results.

Action Item III – Regular Anti-Discrimination Training for Students and Employees

By June 1, 2025, and June 1, 2026, the University will provide training to all employees and students addressing discrimination based on race, color and national origin, including harassment based on shared ancestry and ethnic characteristics. The training will address, at a minimum:

1. An explanation that harassment is prohibited pursuant to Title VI and University policies and procedures;
2. Examples of the type of harassment conduct and behavior that is covered by Title VI and University Policies, including examples of harassment based on shared ancestry and ethnic characteristics;
3. An explanation that the University's Policies may address harassment that occurs off campus or on social media, and examples of where such conduct may rise to the level of a hostile environment;
4. An explanation that employees and students who are aware of harassment should promptly report the harassment to the University using the University's reporting process;
5. Examples of the type of harassment conduct and behavior that is covered by the University's Policies;
6. A description of the steps the University will take in response to the alleged discrimination, including harassment, even where discipline may not be appropriate; and
7. Notice of how to access the University's Policies.

Reporting Requirements:

- a) On or before April 30, 2025, the University will send to OCR training materials for OCR's review and approval.
- b) By August 31, 2025, the University will provide documentation to OCR demonstrating that it provided the training(s) by June 1, 2025, in accordance with Action Item III above, including the date(s) of the training(s); the name(s) and credentials of the trainer(s); copies of any training materials distributed; the agenda and/or short summary of the material covered; and a list of the groups of student and staff that have been provided access to the training, along with a description of the University's efforts to ensure compliance.
- c) By August 31, 2026, the University will provide documentation to OCR demonstrating that it provided the training(s) by June 1, 2026, in accordance with Action Item III above, including the date(s) of the training; the name(s) and credentials of the trainer(s); copies of any training materials distributed; the agenda and/or short summary of the material covered; and a list of the groups of student attendees and number of student attendees by class year, and a list of the groups of employee attendees and number of employee attendees by University unit and/or Department.

Action Item IV – Climate Assessment

- A. The University will provide to OCR documentation sufficient to show its implementation of actions the University took in response to the results of the community survey and focus groups conducted for the University's already established Antisemitism Task Force and Islamophobia

Task Force. The documentation will include a description of the actions and how they were implemented.

- B. By Spring Quarter 2025, the University will develop and administer a climate assessment for students and employees in the University. The assessment will include questions to evaluate the climate with respect to shared ancestry and the extent to which students and/or employees are subjected to, or witness discrimination, including harassment, based on race, color and/or national origin, including shared ancestry. Any assessment used will contain questions about the employee's or student's knowledge of discrimination based on shared ancestry, any experiences with such discrimination while attending the University, and the employee's or student's awareness of the University's complaint procedures for reporting such discrimination. This climate assessment will supplement the assessment conducted in 2024 by the Antisemitism and Islamophobia Task Forces established by the University. The climate assessment may be accomplished through a written or electronic survey, or through student focus groups, provided that employees and students receiving the survey also are notified of a contact person for questions or further discussion.
- i. The University will provide OCR a description of the University's strategy for implementing the climate assessment and analyzing the results. Information gathered during the climate assessment will be used to inform future proactive steps taken by the University to provide an environment that is safe and supportive to all students and staff in compliance with Title VI.
 - ii. The University will analyze the results of the climate assessment to identify appropriate steps the University could take to improve the University's climate. The University will provide to OCR a report summarizing the results of the assessment; and for OCR's review and approval a description of further action(s), if any, the University proposes to take in response to the assessment results. Within 60 days of OCR's approval of the University's proposed action(s), the University will provide documentation sufficient to show its implementation of those actions, including a description of the actions and how they were implemented.

Reporting Requirements:

- a) By March 15, 2025, the University will provide to OCR documentation verifying its compliance with Action Item IV.A.
- b) By June 14, 2025, the University will provide to OCR documentation verifying its compliance with Action Item IV.B.i.
- c) By January 15, 2026, the University will provide to OCR, the analysis of the climate assessment results, and the University will provide a report to OCR that includes, at a minimum:
 - 1) Documentation demonstrating that the approved assessment was conducted as planned;
 - 2) The analysis of the assessment responses and any recommended steps the University could take to improve the University's climate related to Title VI;
 - 3) Conclusions about the climate at the University, separately addressing the climate for students of shared ancestry among other student groups at the University; and

- 4) For OCR's review and approval, the University's recommended reforms, if any, to its policies, practices, employee training, and education programs regarding harassment on the basis of race, color and national origin, including shared ancestry.

Action Item V – Prior Report Compilation and Review

- A. By June 1, 2025, the University will review its response to each report of discrimination and/or harassment on the basis of shared ancestry for the 2023-2024 academic year, to ensure that the University made a determination regarding whether the alleged conduct created a hostile environment, even where the conduct occurred off campus or on social media. If the University's review reveals that it did not complete a determination for any of the reports made during the 2023-2024 academic year, the University will promptly make a determination regarding whether the alleged conduct created a hostile environment, and will provide the parties with notice of its determination. For each incident, the University will make a legal determination of whether the alleged conduct was unwelcome based on the totality of the circumstances, both subjectively and objectively offensive, and so severe or pervasive that it limited or denied a student's ability to participate in or benefit from the University's program or activity.
- B. By July 15, 2025, the University will provide OCR with an electronic sortable spreadsheet or other file of the University's response to all reports alleging discrimination and/or harassment on the basis of shared ancestry for the 2024-2025 academic year. At a minimum, the spreadsheet will include separate fields for the following:
 1. The date(s) of receipt of the report;
 2. The name of the person who provided notice to the University ("the reporter");
 3. The status of the reporter (e.g., professor, student, friend);
 4. The name of the individual who was allegedly discriminated against/harassed ("the complainant");
 5. The status of the complainant (e.g., student, professor, parent, advocate);
 6. The name(s) of the individual(s) who allegedly engaged in discrimination and/or harassment ("the respondent(s)");
 7. The status of the respondent (e.g., student, professor, staff member), including if applicable, the respondent's job title (if an employee);
 8. The nature of the alleged harassment, if known (e.g., verbal harassment by students using antisemitic slurs);
 9. The date(s) of the alleged harassment, if known;
 10. The location(s) of the alleged harassment, if known (e.g., school name, in a particular class, in the library);
 11. The name(s) and job title(s) of the individual(s) who received and processed the report;
 12. The date investigation commenced, if any;
 13. Supportive measures offered to the complainant, respondent, and/or other person;
 14. The status of the investigation of the report (e.g., completed, ongoing);
 15. The outcome of all completed investigations (e.g., the determination regarding whether or not discrimination, including harassment, on the basis of national origin, including shared ancestry, took place; and if so, whether the harassment created a hostile environment);
 16. A description of the disciplinary sanctions imposed, if any, and the date imposed;
 17. A description of the remedial measures taken, including the remedies offered and provided to the complainant and/or other individual(s);

18. A description of any steps the University took to eliminate and/or prevent the recurrence of a hostile environment created by the incident;
 19. The date(s) the University provided written notice of the outcome of the investigation to the parties;
 20. The date of any appeal; and
 21. The outcome of any appeal.
- C. Upon request, the University will provide to OCR within 15 calendar days a copy of the complete investigative file(s), including applicable University records, student disciplinary records, employee disciplinary records, and human resources/personnel files. The data will be produced electronically in a mutually agreed format and will be organized and labeled as individual files, with all relevant documents for an incident.

Reporting Requirements:

- a) By July 15, 2025, the University will provide to OCR documentation of its review pursuant to Action Item V.A, including a description of the information relied upon in making its determination, a summary of its determination and, if applicable, a copy of the notice provided to the parties regarding its determination.
- b) By July 15, 2025, the University will provide to OCR a copy of the electronic sortable spreadsheet and accompanying documentation as required by Action Items V.B and C. The University will promptly address OCR's feedback, if any, until the University receives notice from OCR that no further reporting is required.

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 the Agreement. Further, the University understands that during the monitoring of the 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 the Agreement. The University understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the University is in compliance with the terms of this Agreement and Title VI and its implementing regulation at 34 C.F.R. Part 100, which were at issue in this complaint.

The University understands that OCR may initiate administrative enforcement proceedings or refer the complaint to the U.S. Department of Justice for judicial proceedings in the event of breach. Before initiating such proceedings, OCR will give the University written notice of the alleged breach and 60 calendar days to cure the alleged breach.

This Agreement is effective immediately upon the signature of the University's representative below.

1/14/25
Date

/s/
University of Washington designee
University of Washington