

RESOLUTION AGREEMENT

Benedict College OCR Case No. 11-26-2244

Benedict College (the College) agrees to fully implement this Resolution Agreement to resolve the allegation investigated in Office for Civil Rights (OCR) Case No. 11-26-2244. This Agreement does not constitute an admission by the College of a violation of Title IX of the Education Amendments of 1972 (Title IX), or any other law enforced by OCR.

Action Item 1 – Training

The College will train its designated Title IX Coordinator; investigators; decisionmakers; any person(s) who facilitate the informal resolution process; and any other College employees involved in the processing, investigation, and/or resolution of sexual harassment reports and/or formal complaints. The individual providing the training will be qualified and have expertise in Title IX. The training will cover the College's Title IX policies and grievance procedures and its Title IX obligations in responding to sexual harassment reports and complaints.

The training will cover (1) the definition of sexual harassment and how to identify conduct that constitutes harassment under Title IX; (2) the scope of the College's education program or activity; (3) how and when to explain to a complainant the process for filing a formal complaint, inform parties of the availability of supportive measures, and the definition of supportive measures; and (4) how to investigate and resolve a Title IX complaint, including resolving matters promptly and equitably and recordkeeping requirements. The College will specifically train designated decisionmakers on how to utilize live hearing technology and on issues of relevance with respect to questions and evidence. The College will specifically train its designated investigators on issues of relevance and how to create an investigative report that fairly summarizes relevant evidence.

Reporting Requirements

- a. By August 7, 2026, the College will submit to OCR for review and approval a training plan for the individuals outlined in Action Item 1 above, including a copy of the proposed materials to be used for the training(s), and information about the identity and qualifications of the trainer(s).
- b. Within **30** calendar days of receiving OCR's approval of the training plan, the College will conduct the training(s) and provide verification to OCR, including (a) the name of the individual(s) who conducted the training(s); (b) the date(s) of the training session(s); (c) all training materials; and (d) a sign-in sheet with the names, signatures, and position titles of the personnel who participated in each training session.
- c. Within **10** calendar days of conducting the training(s) outlined in the above reporting requirement, the College will make available all training materials on its website and provide verification to OCR (i.e., the weblink) that the materials have been published.

By signing this Agreement, the College agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. During the monitoring of this Agreement, if necessary, OCR may visit the College, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the College has fulfilled the terms and obligations of this Agreement.

Upon the College's satisfaction of the commitments made under this Agreement, OCR will close the case.

The College understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this Agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the College written notice of the alleged breach and 60 calendar days to cure the alleged breach.

By: /s/

Date: 7/28/2026

Roslyn Artis, President
Benedict College