RESOLUTION AGREEMENT
Eastern Maine Community College
OCR Case Number 01-26-2083

Eastern Maine Community College (the College) agrees to fully implement this Resolution Agreement to resolve the allegation investigated in Office for Civil Rights (OCR) Case Number 01-26-2083. This Agreement does not constitute an admission by the College of a violation of Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), or any other law enforced by OCR.

Action Item 1 – Policies and Procedures

a. The College will update its policies and procedures to reflect that it allows the presence of service animals, as that term is defined in Title II, in all locations where members of the public, program participants, and invitees are permitted to go. The College will also ensure that its updated policies and procedures do not impose requirements or barriers to the presence of service animals, except as permitted under Section 504 and Title II.

b. The College will ensure that its updated policies and procedures are disseminated to all student service administrators, academic administrators, and teaching faculty. The College will also ensure that its updated policies are made available to all employees and students, including on its website.

c. The College will provide written notice to all current students and employees who previously applied for or received a service animal accommodation of its updated service animal policies and procedures, specifying any prior documentation or procedural obligations that the College no longer requires, and providing the contact information of a College employee who can address any questions related to service animals.

Reporting Requirements:

a. By July 31, 2026, the College will submit to OCR, for OCR's review and approval, copies of its updated policies and procedures as well as its draft notice to students and employees who previously applied for or received a service animal accommodation. To the extent the College determines that it must remove existing policies and procedures in order to comply with this Agreement, it will provide OCR with a list of the policies and procedures it removed, and documentation indicating that the removed policies and procedures are no longer posted on its website or included in any of its publications or materials.

b. Within 30 calendar days of receiving OCR's approval, the College will provide documentation to OCR indicating that the approved policies and procedures have been disseminated to all student service administrators, academic administrators, and teaching faculty.

c. Within 30 calendar days of receiving OCR's approval, the College will provide documentation to OCR that it has updated its websites and materials, along with any other steps it has taken to make the policies available to employees and students,

including by sending written notice to students and employees who previously applied for or received a service animal accommodation.

Action Item 2 – Training

The College will provide training to, at a minimum, all staff in its Accessibility Services office and those who respond to disability discrimination complaints regarding the College's nondiscrimination obligations, pursuant to Section 504 and Title II, to individuals with disabilities who use a service animal, as well as its updated policies and procedures pursuant to Action Item 1 of this Agreement.

Reporting Requirements:

a. Within 20 calendar days of the date that OCR provides its approval for the policies and procedures under Action Item 1 of this Agreement, the College will provide OCR (i) its proposed training materials for review and approval (ii) the names and positions/titles of all of its Accessibility Services office staff, and (iii) the name(s) and qualifications of the proposed training provider(s).

b. Within 30 days of receiving OCR's approval of the proposed training materials, the College will provide OCR with verification that it has provided the approved training to the individuals described in Action Item 2 of this Agreement. The verification will be provided in the form of a training sign-in sheet which contains each attendee's name, position/title, and signature of attendance.

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: 6/15/2026

Julius Edwards, College President
Eastern Maine Community College