

**Central Michigan University  
Resolution Agreement  
OCR Docket #15-22-2017**

Central Michigan University (the University) voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), for the purpose of resolving the above-referenced complaint and ensuring compliance with Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100.

The University agrees to take the following actions:

1. By **March 1, 2024**, the University will send the Student correspondence, in writing via certified mail and e-mail, that includes the following:
  - a. Confirmation that all student conduct files that are referenced in the complaint are closed without a finding.
  - b. The University will change any failing grade the Student received during the [content redacted] school year to a “withdrawal,” “incomplete,” or another designation that does not count towards his GPA, and the correspondence to the Student will include notice of any such change.
  - c. A statement that if the Student reenrolls in the University during the [content redacted] academic year, within 20 calendar days of his reenrollment, the University will offer to schedule a meeting between him and an appropriate University official to discuss whether he requires any academic assistance and/or counseling during his first semester back at the University to address any lack of access to or restriction from the University’s program during the fall semester of [content redacted]. The letter will state that, at the meeting, someone from the Office of Civil Rights and Institutional Equity (OCRIE) will communicate to the Student that [content redacted] discrimination is prohibited by University policy and explain how to report instances of [content redacted] discrimination that occur on campus. If the Student chooses to participate in such a meeting, during his first semester back at the University, the University will develop, if determined appropriate through information shared and discussed in the meeting, a plan (e.g., type of service, hours, provider) for the provision of any academic assistance and/or counseling for the Student and submit to OCR for review and approval.
  - d. An offer, regardless of whether the Student chooses to reenroll in the University, to assist the Student in enrolling in a different institution/education program, including an offer to assist in the transfer of any credits the Student earned at the University and to provide a letter confirming the Student’s academic standing at the University prior to the [content redacted] academic year.
  - e. Reimbursement to the Student for the cost of his student [content redacted], pro-rated for the time period [content redacted] when the Student was prohibited

[content redacted], in compensation for [content redacted] he and/or his parent paid for during that time.

**Reporting Requirements:** By **March 15, 2024**, the University will provide OCR with documentation (e.g., certified mail receipt, copy of the letter, [content redacted] showing that the University implemented Item 1. [sentence redacted]. [sentence redacted]. [sentence redacted].

2. By **April 30, 2024**, the University will revise and submit to OCR for review and approval any written or online materials (e.g., explanatory letters, procedural documents, Q&As) that are provided to individuals involved in a Student Conduct and/or an Office of Civil Rights and Institutional Equity (OCRIE) inquiry, complaint, report, and/or investigation. The University will ensure the materials address the following:
  - a. The circumstances under which the University will or will not pursue Student Conduct or OCRIE processes (e.g., response to reports/complaints) when an individual is no longer enrolled in the University;
  - b. What steps will be taken to ensure that when an inquiry, report, or complaint is filed with OCRIE during the course of a related Student Conduct inquiry/investigation, OCRIE will be able to move forward with its duties to investigate and address the alleged discrimination;
  - c. A process for reevaluating the duration and extent of interim remedies when an inquiry/investigation extends beyond a reasonable amount of time; and
  - d. Revise the requirements for individuals filing complaints of race discrimination with OCRIE to eliminate any barriers to pursuing a complaint investigation such as requiring allegations to be submitted in more than one format, and provide a description of the format and information required for such a complaint and when and how OCRIE will inform an individual, in writing, if the information submitted is insufficient.

**Reporting Requirement:** By **April 30, 2024**, the University will provide OCR with documentation (e.g., draft conduct letters, OCRIE outreach documents) showing that the University implemented Item 2.

3. Within 60 days of OCR's approval of the Student Conduct and OCRIE materials identified in Item 2, the University will provide training to all University staff and administrators who investigate Student Conduct incident reports, all staff and administrators who are involved in the processing, investigating, and/or resolving of complaints or other reports of race, color or national origin discrimination, and all staff and administrators who are likely to receive reports of discrimination based on race, color, or national origin. The training, which may be provided by digital instruction, will address, but need not be limited to, the following:

- a. What constitutes race discrimination, racial harassment, and retaliation under Title VI and its implementing regulations;
- b. The University’s policies and procedures regarding discrimination on the basis of race, color, or national origin;
- c. Discussion of any changes to the University’s materials made pursuant to Item 2;
- d. How to communicate with appropriate parties, including the complainant and the accused, regarding the existence, investigation, and outcome of a complaint, as well as interim remedies;
- e. How to implement interim remedies that promote campus safety for all students and do not discriminate on the basis of race.
- f. How to investigate and document complaints of racial discrimination, including harassment; and
- g. How to make a determination consistent with the requirements of Title VI.

**Reporting Requirements:** Within 90 days of OCR’s approval of the Student Conduct and OCRIE materials identified in Item 2, the University will provide OCR with documentation (e.g., agendas, outlines, handouts, and sign-in sheets from the training(s)) showing that the University implemented Item 3.

4. Within 60 days of OCR’s approval of the Student Conduct and OCRIE materials identified in Item 2, the University will provide training to all [content redacted] staff not covered in the training in Item 3. The training, which may be provided by digital instruction, will address, but need not be limited to, the following:
  - a. What constitutes race discrimination, racial harassment, and retaliation under Title VI and its implementing regulations; and
  - b. The University’s policies and procedures regarding discrimination on the basis of race, color, or national origin.

**Reporting Requirements:** Within 90 days of OCR’s approval of the Student Conduct and OCRIE materials identified in Item 2, the University will provide OCR with documentation (e.g., agendas, outlines, handouts, and sign-in sheets from the training(s)) showing that the University implemented Item 4.

5. The University will submit documentation for the 2024-2025 academic year that is sufficient to show that its procedures and complaint process support the University’s obligation to comply with Title VI such that no individual is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination on the basis of race, color or national origin under any University program and ensures that the University

takes appropriate responsive action with respect to all formal and informal complaints or reports from students alleging discrimination, based on race, color, or national origin.

**Reporting Requirements:** By **June 30, 2025**, the University will submit to OCR for review copies of any formal or informal reports or complaints from students alleging that they experienced discrimination based on race, color, or national origin and documentation showing that the University responded. The documentation submitted to OCR will demonstrate the time frames for the University's response, the actions taken by the University, and the resolution of each complaint or report. This information can be produced initially in spreadsheet (or similar) format, from which OCR could request additional supporting documentation. If OCR determines that the University must take different or further actions and/or provide further remedies to be in compliance with Title VI, OCR will provide the University with timely notice of the proposed corrective action and an opportunity to discuss the scope of the action. The University will initiate the corrective action(s) within 30 calendar days of receipt of OCR's determination and provide OCR with documentation of the corrective action taken within 60 calendar days of receipt of OCR's determination.

### **General Requirements**

The University understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Agreement and/or Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100. Before initiating such proceedings, OCR will give the University written notice of the alleged breach and 60 calendar days to cure the alleged breach.

The University understands that OCR will not close the monitoring of this Agreement until OCR determines that the University has demonstrated compliance with all the terms of this Agreement and is in compliance with Title VI, which were at issue in this complaint.

The Agreement will become effective immediately upon the signature of the University's representative below.

/s/

03/22/2024

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President or Designee

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Date