

RESOLUTION AGREEMENT
MIDDLEBURY COLLEGE, including the MIDDLEBURY INSTITUTE OF
INTERNATIONAL STUDIES AT MONTEREY
OCR Case Numbers 09232600, 01202268, and 01262158

Middlebury College, including the Middlebury Institute of International Studies at Monterey (Middlebury) enters into this Resolution Agreement (the Agreement) to resolve the complaint investigations opened by the Office for Civil Rights (OCR) of the U.S. Department of Education (the Department) – OCR Case Numbers 09232600, 01202268, and 01262158. This Agreement does not constitute an admission by the Institute of a violation of Title IX of the Education Amendments of 1972 (Title IX), or any other law enforced by OCR.

1. **Listing of External Organizations' Scholarships:** Middlebury agrees to remove the following external scholarships from its website or confirm that the scholarships are open to all students regardless of sex:
 - a. The American Association of Japanese University Women
 - b. The American Association of University Women Career Development Grants
 - c. The American Association of University Women International Fellowships
 - d. The ADHDAdvisor's Quarterly Mental Health Scholarship for Women
 - e. Canadian Federation of University Women
 - f. Margaret McNamara Education Grants
 - g. P.E.O. Sisterhood International Peace Scholarship Fund for Women
 - h. Women in Research (WIRe) Global Scholarship Fund
 - i. Learner's Annual Women in STEM Scholarship
 - j. The Helen Gurley Brown Foundation (allocating scholarship funding to BOLD scholars)

REPORTING REQUIREMENT 1: Within 30 days of the date of this Agreement, Middlebury will provide OCR confirmation that it has removed the external scholarships identified in Section 1(a) above from its website or provide OCR confirmation that the scholarship is open to all students regardless of sex.

2. **Programs**
 - a. With regard to the following four programs, Middlebury has clarified that the program is open to any student regardless of sex,:
 - i. Women of Color Program
 - ii. The BOLD Women's Leadership Network
 - iii. The Women in Localization – MIIS Chapter
 - iv. The Women in International Security club
 - b. In addition to the four groups identified in Section 2(a) above, Middlebury has reviewed its other programs and student groups and for those with names/titles that may lead a student to understand that membership and participation is limited or restricted based on sex, Middlebury has ensured that their constitutions and webpage descriptions for the programs or groups prominently include language that indicates that participation is open to any student regardless of sex. Middlebury will also include language on its webpage about Student Life and Clubs at <https://www.middlebury.edu/institute/student->

life/clubs that prominently states that Student Clubs and Organizations are open to any student regardless of sex.

REPORTING REQUIREMENT 2(a): Within 30 days of the date of this Agreement, Middlebury will provide OCR confirmation that the Women of Color Program, the BOLD Women's Leadership Initiative, the Women in Localization – MIIS Chapter, and the Women in International Security Club are either (a) open to any student regardless of sex and that the webpages for these programs include prominently visible language indicating that the programs are open to any student regardless of sex; or (b) are no longer operating.

REPORTING REQUIREMENT 2(b): Middlebury will provide to OCR the links to programs identified as described in Section 2(b) above that required language added to their webpages confirming that they are open to any student regardless of sex.

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

Middlebury understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that Middlebury is in compliance with the terms of this Agreement and the obligations under Title IX and its implementing regulations at issue in this case.

Middlebury understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings in the event of breach to enforce the specific terms of this Agreement and the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give Middlebury written notice of the alleged breach and 60 calendar days to cure the alleged breach.

This Agreement will become effective immediately upon the signature of Middlebury representative below.

For Middlebury:



Hannah S. Ross, General Counsel
& Secretary of the Corporation

May 15, 2026
Date