



**UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS**

400 MARYLAND AVENUE, SW
WASHINGTON, DC 20202-1475

REGION XI
NORTH CAROLINA
SOUTH CAROLINA
VIRGINIA
WASHINGTON, DC

VOLUNTARY RESOLUTION AGREEMENT

**Gallaudet University
OCR Case No. 11-23-2336**

Gallaudet University (the University) voluntarily agrees to fully implement this Voluntary Resolution Agreement to resolve the allegations investigated in Office for Civil Rights (OCR) Case No. 11-23-2336. This Agreement does not constitute an admission by the University of a violation of Title IX of the Education Amendments of 1972 (Title IX), any other law enforced by OCR, or that OCR has found a violation.

Action Item 1

By June 14, 2024, the University will develop written procedures for scholarships, fellowships, or other forms of financial assistance established by domestic or foreign wills, trusts, bequests, or similar legal instruments or by acts of a foreign government that require the award to be made to members of a particular sex. These written procedures must ensure that (a) students are selected for the award of financial assistance on the basis of nondiscriminatory criteria and not on the basis of availability of funds restricted to members of a particular sex; (b) an appropriate restricted scholarship, fellowship, or other form of financial assistance is allocated to each student selected; and (c) no student is denied the award of financial assistance for which he or she was selected because of the absence of a scholarship, fellowship, or other form of financial assistance designated for a member of that student's sex.

These procedures will be implemented to cover sex-restricted scholarships including, but not limited to, the following: the Chanda Nichele Smith, Class of 1998, Scholarship Fund; the Leland B. & Lucille B. May Scholarship Fund; the Alfred E. and Margaret Syring Memorial Fund; the District of Columbia Federation of Women's Clubs Scholarship; the Pam Aune Memorial Scholarship Fund; the Delta Zeta Scholarship Fund; the John and Florence Kelly Scholarship Fund; the Estelle Shelton Scholarship Fund; the Clare H. McCrone Scholarship; the Jessie M. Bodigan Scholarship Fund; and the Dorothy S. Jordan Memorial Fund.

If the University chooses not to develop and/or adhere to these procedures, it will either cease to offer scholarships, fellowships, or other forms of financial assistance that do not comply with procedures as described above, or it will remove the sex restriction and will take the steps necessary to communicate effectively that the scholarship, fellowship, or other forms of financial assistance is offered without regard to sex.

Reporting Requirements:

- a. By June 14, 2024, University will provide, for OCR's review and approval, the written procedures developed to satisfy the requirements of Action Item 1.

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- b. Within 10 calendar days of receiving OCR's approval, the University will adopt and disseminate the procedures to all staff at the University who may have responsibility for implementing the procedures and provide OCR with proof of dissemination of the information.
- c. If the University chooses not to develop and/or adhere to the above written process to any of the scholarships at issue in this case, by June 14, 2024, it will provide OCR with evidence that it has either ceased to offer the scholarship or that it has removed the sex restriction and effectively communicated this to the public, students, and University staff.

Action Item 2

The University agrees to provide training to all relevant personnel who may be involved in the administration of sex-restricted scholarships, whether the scholarships establish a complete ban on the basis of sex or a preference on the basis of sex. The training will cover the requirements for the administration of sex-restricted scholarships under Title IX, as well as the University's written procedures outlined in Action Item 1.

Reporting Requirements:

- a. Within 30 calendar days of receiving OCR's approval of Reporting Requirement (a) of Action Item 1, the University will submit to OCR, for OCR's review and approval, a copy of the proposed training materials and the name(s), position title(s), and qualifications of the individual(s) who will conduct the training.
- b. Within 60 calendar days of receiving OCR's approval of the proposed training materials, the University will conduct the training and provide verification to OCR, including: (a) confirmation that the approved individual(s) conducted the training, using the approved materials; (b) a list of the University personnel who received the training, including each individual's position title; and (c) if the training is provided through a virtual instruction platform, documentation confirming the list of individuals who successfully completed the training. If the training is provided in person, the University may submit a sign-in sheet with the name/title of each participant and the date of the training as documentation of attendance and completion.

By signing this Agreement, the University 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 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 this 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 the Agreement and with Title IX and its implementing regulation at 34 C.F.R. Part 106.

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

By: *Roberto Sanchez*
Roberto Sanchez (May 9, 2024 10:24 EDT)
Roberto Sanchez
Dean, Academic and Career Success
Gallaudet University

Date: May 9, 2024

RESAGREE-FINAL Gallaudet (11-23-2336) (4.16.2024)(2024 05 09)

Final Audit Report

2024-05-09

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