

RESOLUTION AGREEMENT

Millsaps College
OCR Complaint No. 06252445

Millsaps College (College) has entered into this agreement to resolve the allegations in the above-referenced complaint. The College agreed to resolve this complaint prior to the completion of OCR's investigation pursuant to Section 302 of [OCR's Case Processing Manual](#).

The College agrees to take the following actions:

Action Item 1 – Scholarships Administered by the University

By Nov. 10, 2025, the College will take one of the following actions with respect to the scholarships listed below which are administered by the University:

1. Lettie Pate Whitehead Scholarship,
2. Velma Jernigan Rogers Scholarship, and
3. Mary Sue Enochs Lewis Endowed Scholarship.

1. The College can offer scholarships as a sex-restricted scholarship, but will develop and use procedures to ensure the nondiscriminatory awarding of assistance to wit: (a) students must be selected for 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 sex-restricted scholarship, fellowship, or other form of financial assistance must be allocated to each student selected; and (c) no student shall be 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, as specified in 34 C.F.R. § 106.37(b)(2); or
2. The College will remove the sex preference or requirement of the financial assistance and will take the necessary steps to communicate effectively that the scholarship is offered without regard to sex; or
3. The College will cease to offer the scholarship.

Reporting Requirement:

1. By Nov. 24, 2025, the College will provide OCR with a report indicating whether it opted to implement Item 1, 2, or 3 including with the report documentation demonstrating that the University has met the requirements of Item 1, 2, or 3.
2. By May 1, 2026, if the College elects to proceed with Item 1, the college will submit a report to OCR that documents its actual award of financial assistance utilizing the procedures developed.

By signing the resolution agreement, the College agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the resolution agreement. During the monitoring of the resolution 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 recipient has fulfilled the terms of the resolution agreement.

The College understands that OCR will not close the monitoring of the agreement until such time as OCR determines that the College is in compliance with the terms of the agreement and the statutes and regulations at issue in the case.

The College 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. Before initiating such proceedings, OCR will give the College written notice of the alleged breach and 60 calendar days to cure the alleged breach.

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

By:  _____ Date: 9/11/2025

Frank Neville, President