



**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

RESOLUTION AGREEMENT
Montgomery Community College
OCR Case No. 11-24-2042

Montgomery Community College (the College) agrees to fully implement this Resolution Agreement to resolve the allegation investigated in Office for Civil Rights (OCR) Case No. 11-24-2042. This Agreement does not constitute an admission by the College of a violation of Title IX of the Education Amendments of 1972 (Title IX), or any other law enforced by OCR.

Action Item 1 – Title IX Policies and Grievance Procedures

The College will revise its current Title IX grievance procedures to conform to the Title IX implementing regulations, at 34 C.F.R. Part 106. Once approved by OCR, the College will adopt, publish, provide notice of, and widely disseminate the approved grievance procedures to students, employees, applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the College. This will include, but is not limited to, posting a link of the grievance procedures on the College's website and inclusion in the College's Student and Faculty Handbooks.

Reporting Requirements:

- a. By February 7, 2025, the College will provide OCR with a copy of its revised sexual harassment grievance procedures for OCR's review and approval.
- b. Within 60 calendar days of OCR's final approval of the revised procedures, the College will provide proof that the procedures were adopted, published, and widely disseminated, including on the College's website and in the College's Student and Faculty Handbooks.

Action Item 2 – Title IX Training

A. Title IX Office

1. The College will provide training on its revised grievance procedures, in a manner consistent with the requirements of Title IX regulations, to its Title IX Coordinator(s), Deputy Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. In addition to meeting the regulatory requirements, the training will include a discussion of the relevant provisions of Title IX related to the grievance process for formal complaints of sexual harassment and hearings for postsecondary institutions.

B. Student Training

The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.

1. The College will provide training to all students on the College's grievance procedures that will include a discussion of the relevant provisions of Title IX related to the grievance process for formal complaints of sexual harassment and hearings for postsecondary institutions.

Reporting Requirements:

- a. By February 28, 2025, the College 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 30 calendar days of receiving OCR's approval, the College will provide verification to OCR that the approved training(s) has been held, including: (a) the name of the individual(s) who conducted the training; (b) the date(s) of the training session(s); (c) all training materials; (d) if the training materials were sent by email to those who were trained; (e) a sign-in sheet with the names, signatures, and position titles of the College personnel who participated in each training session; (f) and the training materials have been posted and is accessible on its website.

Action Item 3 – Student Sexual Harassment Reports and Complaints

The College will provide OCR with a spreadsheet outlining all complaints or reports of sexual harassment received by the College during the 2024-2025 and 2025-2026 school years. The spreadsheet will include the following:

- i. name of the reporter;
- ii. the date of the alleged incident;
- iii. the date the report;
- iv. brief description of alleged conduct;
- v. whether interim measures were offered;
- vi. whether an investigation was conducted;
- vii. the results of the investigation;
- viii. whether notice of the outcome was provided to both parties;
- ix. whether both parties were offered appeal rights; and
- x. if applicable, the outcome of the appeal.

Reporting Requirements:

- a. By June 30, 2025, and again on June 30, 2026, the College will provide OCR with a copy of the spreadsheet described above for OCR's review and approval. OCR reserves the right to request additional documentation as necessary.

- b. If OCR identifies a Title IX compliance concern, within 30 calendar days of notification, the College will provide OCR documentation that it has taken the appropriate action as directed by OCR in its notice of concerns.

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 of this Agreement.

The College understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the College 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 College understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice 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.

By: Chad A Bledsoe Date: 1/15/25
Dr. Chad Bledsoe, President
Montgomery Community College