

RESOLUTION AGREEMENT

Williams Baptist University
OCR Complaint No. 07262210

Williams Baptist University (University) has entered into this agreement to resolve the above-referenced complaint filed under Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations. The University agreed to resolve this complaint prior to the completion of OCR's investigation pursuant to Section 302 of OCR's Case Processing Manual.

The University agrees to take the following actions:

Action Item 1 – Posting of Title IX Training Materials

By July 31, 2026, the University will, in accordance with the regulation implementing Title IX, at 34 C.F.R. § 106.45(b)(10)(i)(D), publish on its website all materials used to train its Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

Reporting Requirement:

By August 31, 2026, the University will provide documentation showing that its Title IX training materials have been published on the University's website.

Action Item 2 – Title IX Publication Procedure

By July 31, 2026, the University will establish a written procedure to ensure that training materials are updated and made available on the University's website on an ongoing basis in accordance with federal regulations, including 34 C.F.R. § 106.45(b)(10)(i)(D).

Reporting Requirement:

By August 31, 2026, the University will provide OCR with the written procedure developed by the University to ensure Title IX training materials will be published in accordance with federal regulations, including 34 C.F.R. § 106.45(b)(10)(i)(D).

Action Item 3 – Title IX Policy and Procedure Review

By August 24, 2026, the University will conduct a review of the University's Title IX sexual harassment policies and grievance procedures to ensure those policies and procedures are consistent with Title IX and its implementing regulations. If any part of the University's sexual harassment policies and grievance procedures are not consistent with Title IX and its implementing regulations, the University will revise its sexual harassment policies and grievance procedures to be consistent with Title IX and its implementing regulations.

Reporting Requirement:

By August 31, 2026, the University will provide OCR with: (1) a description of the results of the review undertaken pursuant to Action Item 3, including without limitation a description of any revisions to the University's Title IX sexual harassment policies and grievance procedures; (2) a copy of the University's Title IX sexual harassment policies and grievance procedures in effect following the review; and (3) a description of how the University's Title IX sexual harassment policies and grievance procedures will be published to University students, staff, and others.

By signing the resolution agreement, the University 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 University, 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 University understands that OCR will not close the monitoring of the agreement until such time as OCR determines that the University is in compliance with the terms of the agreement and the statute(s) and regulation(s) at issue in the case.

The University 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 University 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 University's representative below.

By: 
R. Stanton Norman (Jul 1, 2026 15:57:26 CDT) Date: 01/07/26
President, Williams Baptist University