



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS, REGION I
5 POST OFFICE SQUARE, 8th FLOOR
BOSTON, MASSACHUSETTS 02109-3921

RESOLUTION AGREEMENT
Williams College
OCR Complaint No. 01-17-2009

Williams College (the College) has voluntarily entered into this agreement (Agreement) with the U.S. Department of Education, Office for Civil Rights (OCR) to resolve the allegation in the above-referenced complaint. The College assures that it will take the following actions and will meet its obligation to comply with the requirements of Title IX of the Education Amendments of 1972 (Title IX).

Prior to the completion of OCR's investigation, the College agreed to resolve the issues of these investigations pursuant to Section 302 of OCR's Case Processing Manual. Accordingly, to resolve the issues of these investigations, the College agrees to take the following actions.

Action Item 1: Procedures Regarding Title IX No Contact Orders

- a. The College will develop an equitable procedure for handling No Contact Orders (NCOs) that are issued pursuant to an incident or situation implicating Title IX (Title IX NCO Procedure).
- b. The: Title IX NCO Procedure described in this section will not affect:
 1. The College's use of NCOs for situations that do not implicate Title IX.
 2. The College's ability to issue a NCO immediately after the report of a Title IX incident, to the extent that the NCO is used as a short-term safety measure.
- c. The College's Title IX NCO Procedure must ensure that:
 1. The College, through its Title IX Committee or some other similar appropriate body, makes a determination at its bi-annual review of all pending NCOs whether the continuation of a NCO is warranted based on the facts presented. The fact that both parties choose to voluntarily continue a NCO may be sufficient to support a determination that continuation is warranted.
 2. Both parties affected by the NCO are provided with an equitable opportunity to provide information to the Title IX Committee as part of its determination whether continuation of a NCO is warranted.
 3. Both parties have an equitable opportunity to challenge or otherwise request modification or termination of the **NCO**.

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

4. The Title IX Committee provides notice to both parties regarding the determination reached by the Title IX Committee as to whether continuation of the NCO is warranted.
5. All students have notice of the revised Title IX NCO Procedure.
- d. The College will submit its Title IX NCO Procedure for OCR's review and approval before its adoption, implementation, and dissemination by the College.
- e. Once the College adopts the Title IX NCO Procedure, the College will promptly revise its student handbooks, Code of Ethics, and other related policies accordingly.

Reporting Requirements

1. By February 1, 2018, the College will provide for OCR's review and approval a draft of the Title IX NCO Procedure.
2. Within thirty (30) calendar days of written approval from OCR that the Title IX NCO Procedure conforms to this Agreement, the College will provide written notice to OCR that the College has formally adopted the Title IX NCO Procedure and electronically disseminated the Title IX NCO Procedure to students, parents/guardians, and employees. The College will provide OCR the following documentation:
 - a. Evidence of the electronic dissemination of the Title IX NCO Procedure to students, parents/guardians , and employees.
 - b. A copy of any publications or a link to any website containing the Title IX NCO Procedure.

Action Item II: Staff Training

- a. Within sixty (60) calendar days of OCR's review and approval of the College's Title IX NCO Procedure required by Action Item I, the College will provide training to its Title IX Coordinator, his or her designee(s), the Dean of Students, the Campus Safety and Security Director, and all College administrators and staff involved in the issuance of Title IX NCOs.

The staff training will cover:

1. The distinctions among the different types of NCOs issued by the College, including NCOs as a safety measure, as an interim measure, and any other type that may or may not be covered by Title IX.
2. All aspects of the revised Title IX NCO Procedure.

Reporting Requirements

1. Within thirty (30) calendar days of the training required by Action Item II, the College will certify to OCR that the training has occurred in accordance with this Agreement and will provide copies of all training materials and information on who attended the training.

Action Item III: Review of All Existing NCOs

- a. Within sixty (60) calendar days of OCR's review and approval of the College's Title IX NCO Procedure required by Action Item I, the College will review all pending NCOs and ensure that, to the extent that the revised Title IX NCO Procedure is applicable, the College has complied with the Title IX NCO Procedure with respect to those NCOs.

Reporting Requirements

1. Within thirty (30) calendar days of completing the review required by Action Item III, the College will certify to OCR that the review occurred in accordance with this Agreement.

The College understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the College understands that during the monitoring of this Agreement, if necessary, OCR may visit the College to 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 and is in compliance with the regulation implementing Title IX, at 34 C.F.R. Part 106 which was at issue in this case.

The College understands that OCR will not close the monitoring of the Agreement until such time that OCR determines that the College has fulfilled the terms of the Agreement and is in compliance with the regulation implementing Title IX, at 34 C.F.R. Part 106, which was at issue in this case. Upon completion of the obligations under this Agreement, OCR shall close this case.

The College understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10) or judicial proceedings to enforce this Agreement, OCR shall give the College written notice of the alleged breach and sixty (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: _____ 1/16/18 _____
Protik Majumder
Williams College President