



Meena Morey Chandra
Office for Civil Rights
Cleveland Office
U.S. Department of Education
1350 Euclid Avenue, Suite 325
Cleveland, OH 44115

October 31, 2014

**Re: The Ohio State University Resolution Agreement
Third Progress Report**

Dear Ms. Morey Chandra,

Pursuant to the Resolution Agreement entered into by the U.S. Department of Education's Office for Civil Rights (OCR) and The Ohio State University (Ohio State), Ohio State committed to report on progress towards meeting the various requirements outlined in the Agreement. Specifically, Section VII.B of the Agreement requires the university to submit a proposed timetable for the implementation of the corrective actions for the Ohio State Marching Band and individual remedies offered to Marching Band members.

Marching Band Corrective Action Proposed Timetable

Requirement: Section VII of the Resolution Agreement codifies the corrective actions identified by Ohio State in its Investigation Report about the Marching Band, including that the university: 1) evaluate and strengthen Marching Band leadership; 2) review and revise Band policies; 3) provide counseling and training to Band members and staff; and 4) conduct climate checks of Band members and staff.

Response: Ohio State developed a proposed timetable for the implementation of corrective actions related to the Marching Band, a copy of which is enclosed with this report. Under the proposed timetable, corrective actions will be implemented by August 26, 2015, which is the beginning of the 2015-2016 academic year, and when the next year's Band members have been selected. Training and climate checks will continue on an annual basis. This timetable may be adjusted as appropriate based on the findings and recommendations of the Montgomery Task Force, currently expected to be delivered in mid-November.

Individual Remedies Offered to Marching Band Members

Requirement: Section VII of the Resolution Agreement requires Ohio State to document the individual remedies offered to Band members subjected to the hostile environment, including the basis and timetable for implementation of these remedies.

Response: During the course of the investigation and its aftermath, Ohio State has provided all complainants and witnesses with support resources, including referrals to counseling and interim measures. Complainants have been connected with the Sexual Violence Support Coordinator who provided ongoing support and advocacy as needed.

Subsequent to the release of the Investigation Report, the Title IX Coordinator met with the prospective members of the Marching Band on July 29 to provide her contact information and that for the Deputy Title IX Coordinators, campus and community support resources, and information regarding the university's behavioral expectations and prohibition of retaliation. Further mandatory training for the newly-formed 2014-15 Marching Band took place on August 14, which expanded on these concepts and further explained the process for recognizing and reporting sex and gender discrimination.

As we proceed with the requirements outlined in the Agreement, Ohio State will continue to demonstrate its long-standing commitment to vigorously addressing sexual assault and sexual harassment on its campuses, including taking effective steps to stop sexual harassment, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects. We look forward to providing our next scheduled progress report on December 15, 2014.

If you have any questions, please do not hesitate to contact me.

Sincerely,



Gates Garrity-Rokous
Vice President and Chief Compliance Officer

Enclosure: Marching Band Corrective Action Timetable and Progress Tracker

cc: President Michael V. Drake, M.D.
Christopher Culley, Senior Vice President, General Counsel and Senior Advisor to the President
Kellie Brennan, Title IX Coordinator
Kelly Marie Johnson, OCR Team Leader (via email)
Erin Barker Brown, OCR Attorney (via email)
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