



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

February 27, 2015

**Re: The Ohio State University Resolution Agreement
Seventh 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. This letter serves as our seventh such report.

COMPLETED REQUIREMENTS

Section IV: Training (Agreement p. 11)

Requirement: The reporting requirement of this section requires Ohio State to submit to OCR documentation verifying all of the Title IX training conducted at the university during the previous academic year. The first such deadline for reporting Title IX training from the previous academic year (2013-2014) was January 31, 2015. However, per a recent telephone conversation between OCR attorney Erin Barker Brown and Ohio State Title IX Coordinator Kellie Brennan, it was mutually agreed that this first deadline could be moved to February 28, 2015.

Response: Ohio State engages in robust training for the campus community on awareness and prevention of sex harassment and sexual violence, and we are in the process of strengthening and broadening those training initiatives. We gathered information regarding the various Title IX-related trainings across campus during the 2013-2014 academic year and consolidated that information into a report. This Title IX Training Report outlines the specific groups trained, the dates of the trainings, the name of the trainers, the sponsoring office, and the number of people present (where attendance information is available). In addition, copies of available training materials and sign-in sheets for Title IX training presentations outlined in the report are included as an appendix to the report, all of which is enclosed with this letter.

We believe that this response constitutes full compliance with the requirement that the university submit documentation verifying Title IX training conducted during the previous academic year. In future years, Ohio State will submit similar updates on Title IX training for academic years 2014-2015 and 2015-2016 as required by the Resolution Agreement.

Section VI: Student-Focused Remedies (Agreement p. 13)

Requirement: This section of the Resolution Agreement requires Ohio State to review all reports and complaints of sexual harassment/violence made during and since academic year 2011-2012 to determine whether the university investigated and resolved each complaint or report promptly and equitably under Title IX. The Resolution Agreement specifies that the review should include, but not be limited to, specifically determining whether the university:

- Used the appropriate definitions and analyses of sexual harassment and hostile environment under Title IX;
- Provided interim relief to protect the complainant during the pendency of the investigation;
- Provided written notice of the outcome (including any appeal) and appeal rights to the complainant and the respondent; and
- Took steps to prevent the recurrence of harassment and to address any hostile environment created by the harassment.

Ohio State is required to take appropriate action to address any problems identified in the manner in which the reviewed complaints were handled. This includes providing appropriate remedies that may still be available for the complainants in the reviewed cases, such as counseling or academic adjustments. The university must report results of the review to OCR by February 28, 2015 for review and approval of the results. Within 30 days of OCR's approval, the university must take appropriate action to address any problems identified by the review.

Response: The Office of University Compliance and Integrity conducted a comprehensive review of all sexual harassment complaint files during academic years 2011-2012, 2012-2013, and 2013-2014. This review considered closely all criteria specified by the Resolution Agreement to:

- Assess whether each complaint of sexual harassment within the review period was handled promptly and equitably as defined by Title IX and the Resolution Agreement;
- Assess the strength of current investigative and adjudicative practices in place to resolve complaints of sexual harassment; and
- Identify opportunities to improve the university's handling of sexual harassment complaints, and recommend appropriate action to address any problems identified in the manner in which the reviewed complaints were handled.

Investigative files documenting all sexual harassment/violence complaints within the scope of this review were thoroughly evaluated in line with the stated objectives of this review, and detailed information on each file reviewed was tracked. We documented the results of this review in a Report on the Review of Sexual Harassment Complaints, including an appendix with detailed information on each complaint reviewed, all of which is enclosed with this letter.

We believe this response constitutes full compliance with the review required by Section VI of the Resolution Agreement. Once the results of the enclosed report have been reviewed and approved by your office, Ohio State will take appropriate action to address the report's recommendations within 30 days.

ITEMS IN PROGRESS

Section IV.C: Training (Agreement p. 9)

Requirement: This section requires Ohio State, by June 15, 2015 and by the same date annually thereafter, to provide training on Title IX sex discrimination, including sexual harassment, to administrators, professors, instructors, residential assistants, coaches, university policy, all housing staff, and other staff

who interact with students on a regular basis. During a recent telephone conversation between OCR attorney Erin Barker Brown and Ohio State Title IX Coordinator Kellie Brennan, it was mutually agreed that this deadline would be moved back to fall 2015, given the need to implement content that OCR is reviewing through Ohio State's new learning management system.

Response: Ohio State recently contracted with Cornerstone OnDemand to purchase an Enterprise Learning Management System. The new system, called BuckeyeLearn, will deliver one shared, online learning platform to meet the entire university's non-academic training needs. BuckeyeLearn will enable effective institutional governance over the development, assignment, and tracking of non-academic training (including Title IX training) for all members of the campus community. We expect to fully implement BuckeyeLearn by end of summer 2015, with system capabilities fully operational in time for the start of the autumn semester. BuckeyeLearn will allow for the effective implementation of the university's Title IX training content, which was previously submitted to OCR in December 2014, once OCR has approved such content.

Ohio State will continue to demonstrate its long-standing commitment to vigorously addressing sexual assault and sexual harassment on its campuses, including by taking effective steps to stop sexual misconduct, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects on the complainant and any others as appropriate. We will continue to meet our requirements under the Resolution Agreement, and report progress to you.

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

Sincerely,



Gates Garrity Rokous
Vice President and Chief Compliance Officer

Enclosures: Title IX Training Report and Appendix
Report on the Review of Sexual Harassment Complaints and Appendix

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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