



Summary of
Resolution Agreement
between
The United States of America
and
Case Western Reserve University



Overview

Under **Title IX of the Education Amendments of 1972** (“Title IX”), students, faculty, and staff alike are entitled to an educational environment free of discrimination on the basis of sex. **Sex discrimination** refers to sex-based harassment (including sexual violence—rape, sexual assault, sexual battery, sexual abuse, and sexual coercion), sex-based stalking, gender-based harassment, and retaliation for filing a Title IX complaint or otherwise participating in a Title IX investigation or adjudication.

In February 2021, the Educational Opportunities Section of the U.S. Department of Justice’s Civil Rights Division in coordination with the U.S. Attorney’s Office for the Northern District of Ohio (collectively, the Department or United States) initiated a Title IX compliance review of Case Western Reserve University, looking at **CWRU’s response to reports of student-on-student and employee-on-student sexual harassment and to allegations indicating a climate of sexual harassment in CWRU’s Greek Life program**. The Department’s investigation concluded that CWRU did not comply with Title IX and its regulations in several respects, including the University’s response to known student-on-student and employee-on-student sexual harassment and to a well-known climate of sexual harassment in its Greek Life program.

During the course of the investigation, CWRU **fully cooperated and worked in good faith** with the Department. Rather than the Department conducting further investigation or the parties addressing these disputed issues through litigation, CWRU and the United States have entered into a [Resolution Agreement](#) (Agreement) to resolve the Department’s compliance concerns. The Agreement does not constitute an admission by the University as to any noncompliance with Title IX.

This Summary provides an overview of the Agreement, which can be found in its entirety on the Department’s [website](#). ***The objective of this Summary is to provide transparency to the CWRU community about the United States and CWRU’s shared goal of ensuring Title IX compliance and to help students and the greater CWRU community understand their rights under Title IX.***



Table of Contents

Requirements of Agreement

- Section 1: [Notice of Nondiscrimination](#)
- Section 2: [Reporting Structure and Resources](#)
- Section 3: [Policies, Procedures, and Protocols](#)
- Section 4: [Informational Materials](#)
- Section 5: [Greek Life](#)
- Section 6: [Training](#)
- Section 7: [Campus Engagement](#)
- Sections 8 & 9: [Internal Monitoring and Reporting Requirements](#)
- Sections 10 & 11: [Enforcement and Terms & Termination](#)

[Contact Information](#)



Section 1: Notice of Nondiscrimination

- CWRU's **notice of nondiscrimination** will state that CWRU neither discriminates nor tolerates discrimination on the basis of sex in its education programs and activities.

The notice of nondiscrimination will include the Title IX Coordinator's [contact information](#):

Office of Equity

Nursing Research Building
120 Cornell Road, Suite 1180
Cleveland, Ohio 44106

✉: Rachel.Lutner@case.edu

☎: 216-368-3066 (direct office)

The Office of Equity is located on the first floor (which is not the ground floor). Please call for assistance in locating the Office of Equity.

CWRU will **publish** its notice of nondiscrimination in:

- Student and employee handbooks
- Athletic handbooks
- Housing handbooks
- Course catalogs
- Several key CWRU webpages





Section 2: Reporting Structure and Resources

CWRU will:

- **Commit** to providing **funding** to the [Flora Stone Mather Center for Women](#), the [Greek Life Office](#), and [University Health and Counseling Services](#) sufficient to recruit, hire, and retain **additional qualified advocates, confidential resources, and counselors**, as needed, to support those impacted by sex discrimination.
- **Reorganize** its reporting structure to remove the [Office of Equity](#) from the purview of the [Office of General Counsel](#).



- **Ensure** the Title IX Coordinator has independent authority to implement consistent processes for addressing and responding appropriately to reports of sex discrimination.
- **Designate** a Deputy Title IX Coordinator with responsibility for implementing and monitoring supportive measures, with oversight from the Title IX Coordinator.



Section 3: Policies, Procedures, and Protocols

CWRU **policies and procedures** will:

- **Clarify** what conduct constitutes prohibited sex discrimination
 - **List** reporting options
 - **Eliminate** the appearance of bias or conflict in handling complaints
 - **Bar** CWRU from deviating from its published grievance procedures
 - **Prohibit** CWRU from inserting language that protects the University's legal interests in agreements between students
- **Ensure** a prompt and equitable response to all reports of alleged sex discrimination
 - **Increase** communication with students following a report and throughout the grievance process
 - **Require** that all mandatory reporters report sexual harassment to the Title IX Coordinator within one working day
 - **Identify and address** trends in reports of sexual harassment (where, when, and how often they occur) and assess whether supportive measures are working to keep students safe and in class.



Section 4: Informational Materials

- **CWRU will** design and distribute plain language **informational materials** that summarize relevant policies and procedures, including:
 - How to contact and find the Office of Equity
 - How to access on-campus and off-campus resources and services
 - Reporting pathways for sex discrimination
 - A description of [supportive measures](#)
- **CWRU will also:**
 - Develop a **multi-year campaign** to elevate awareness of the Office of Equity across campus, using various platforms and mediums
 - Update **key CWRU webpages** to improve access to information for students and employees
 - Post **status updates** about steps the University has taken to comply with the Agreement





Section 5: Greek Life

- CWRU's Greek Life Office will work with its Governing Councils to develop **programming and education** for its fraternities and sororities
- **CWRU will:**
 - Distribute **targeted digital materials** to all members of the Greek Life community annually and post printed materials in all on-campus fraternity and sorority houses
 - Establish **internal operating protocols** for investigating reports of a hostile climate based on sex within fraternities and sororities
 - Devise and disseminate **procedures** for fraternities and sororities to address potential overlap between chapter misconduct and sex discrimination allegations, and to prohibit retaliation against students for engaging in the Title IX grievance process
- The Title IX Coordinator and Director of the Greek Life Office will **work together** to foster coordination and discuss trends, climate, supportive measures, and student resources in **quarterly meetings**



Section 6: Training

- CWRU will develop **interactive and engaging training** for all students and employees, including specialized training for Greek Life students
- Students must **complete annual training**
 - Spring 2024
 - Fall 2024
 - Fall 2025



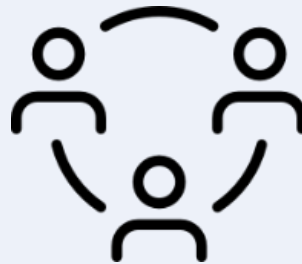
- In this training, students will **learn**:
 - What constitutes **sex discrimination**
 - CWRU's **policies and procedures** on reporting, investigation, and resolution of Title IX complaints
 - How to **report** allegations of sex discrimination to the Title IX Coordinator
 - Their **rights** under Title IX
 - **Consent** in sexual interactions, including the role of alcohol and drug use
 - A variety of **bystander intervention** strategies



Section 7: Campus Engagement

CWRU will:

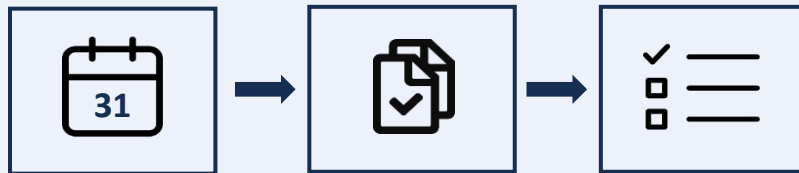
- Conduct **campus-wide surveys** to assess the prevalence of sexual misconduct and students' knowledge about resources and reporting options
- Host **focus group meetings** with Greek Life students each spring semester for the duration of the Agreement
- Create a proposal and implement **a plan** to **increase student confidence** in the Office of Equity and **positive engagement** with student leaders
- Host **townhall events** for students and student groups each spring semester to present updates on CWRU's work to address sex discrimination on campus and to hear from students about their experiences





Sections 8 & 9: Internal Monitoring and Reporting Requirements

- **The Office of Equity will** review its case files each semester to assess for deficiencies or failures in:
 - **Recordkeeping** practices
 - **Communications** with parties
 - **Reporting** by mandatory reporters
 - Delays in the prompt **resolution** of complaints alleging sex discrimination
 - The Office of Equity will also **analyze** its open and recently closed case files each semester to identify any **trends**



- **CWRU will** report to the Department:
 - Documentation of **all reports** of sexual harassment and retaliation, and CWRU's response to such reports
 - **Analysis of patterns** of sexual harassment and retaliation, including **trends** involving Greek Life
 - **Documentation** of trainings, surveys, and focus groups
 - Complaints, concerns, and recommendations
 - Any new **programs or activities** aimed at improving CWRU's sexual harassment prevention and response



Sections 10 & 11: Enforcement and Terms & Termination

- CWRU will **work** with the Department to respond to the Department’s feedback on proposed policies, protocols, procedures, and trainings
- The Department will **monitor** CWRU’s compliance by conducting on-site meetings with students, employees, and CWRU leadership; observing trainings; requesting additional documents from CWRU; and reviewing and responding to community [emails](#)
- The Agreement:
 - Is binding upon CWRU, its principals, administrators, representatives, and legal representatives
 - Will be in effect through the **2025-2026 academic year**
 - Does **not bar** any person from pursuing a complaint under Title IX against CWRU





Contact Information

Case Western Reserve University

If you have concerns about discrimination at Case Western Reserve University, please reach out to the **Office of Equity**.

Title IX Coordinator Contact Information:

✉: Rachel.lutner@case.edu

☎: 216-368-3066 (direct office)

U.S. Department of Justice Civil Rights Division, Educational Opportunities Section U.S. Attorney's Office, Northern District of Ohio

If you have concerns about discrimination at Case Western Reserve University, please reach out to the Department.

Contact Information:

✉: Outreach.CWRU@usdoj.gov

☎: 1-866-432-0339

🌐 : [Civil Rights Division Complaint Portal](#)