

Voluntary Resolution Agreement

This agreement (Agreement) between Occidental College (Occidental or the College), on the one hand, and the Anti-Defamation League and the Louis D. Brandeis Center for Human Rights Under Law, on the other, is intended to resolve all mediated allegations that were raised or could have been raised in any forum by the United States Department of Education Office of Civil Rights (OCR) in Case Number 09-24-2323. The parties (Parties) agree

specific to whether an individual has experienced antisemitic harassment or discrimination. The surveys will be anonymous and will be analyzed by the College's Institutional Research Office and Civil Rights & Title IX Office. A summary of the survey results will be shared with the Occidental community and made publicly available on Occidental's website.

- g. Formation of the Presidential Advisory Group, which will produce a report to the President during the 2024-2025 academic year, including recommendations for specific, high-impact programs to build a foundation for inter-group dialogue. The College will begin to implement these recommended programs in the Spring of 2025.
 - h. Appointment of an Associate Director of Jewish Student Life and Muslim Student Life Coordinator and promotion of interfaith programming under their leadership.
2. Additional Policy Review. Occidental further agrees that it will review its policies before republishing them in the Fall of 2025 to ensure that any changes in the law are adequately addressed, including any new regulatory guidance under Title VI.
3. Additional Training and Education During Academic Years 2025-2026 and 2026-2027.
- a. Occidental will provide training for students, faculty, and staff addressing discrimination based on race, color, and national origin, including harassment based on shared ancestry and ethnic characteristics, ("Title VI training"). This Title VI Training will explain prohibited harassment, provide examples, and explain the College's applicable policies and procedures, how to report harassment, steps the College will take in response to alleged discrimination (including harassment), and notice as to how to access the College's non-discrimination policies and procedures. The Title VI Training will include education specific to antisemitic harassment or discrimination, anti-Arab bias, and other forms of shared ancestry discrimination.
 - b. Occidental will continue to offer lectures and workshops related to the historical antecedents and modern manifestations of antisemitism and the connections between Jewish identity, Islam, and anti-Semitism.

College will also seek recommendations from local Jewish community organizations

7. Media. Notwithstanding any agreements between the Parties regarding confidentiality, each Party may truthfully and accurately describe or share with others this Agreement, the process leading up to it, and the Party's own view of the terms.

[Signatures on Following Page]

