



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS, REGION I

33 ARCH STREET, SUITE 900  
BOSTON, MASSACHUSETTS 02110-1491

NOV 15 2005

ALSO VIA FAX TO 207.629.4048

John Fitzsimmons, Ed.D., President  
Maine Community College System  
323 State Street  
Augusta, Maine 04330

Re: Compliance Review Nos. 01-05-6001  
through 01-05-6007

Dear President Fitzsimmons:

This is to inform you that, effective the date of this letter, we, the United States Department of Education, Office for Civil Rights (OCR), have closed the investigation phase of the above-referenced compliance reviews. We conducted the reviews under Title IX of the Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in federally assisted education programs. We also noted areas of noncompliance relative to Section 504 of the Rehabilitation Act of 1973 (Section 504) and the Americans with Disabilities Act of 1990 (ADA), for which we have enforcement authority for Title II. Because the seven community colleges (colleges) that comprise the Maine Community College System (MCCS) receive Federal financial assistance from the United States Department of Education, they are subject to the requirements of Title IX and Section 504. They are subject to the requirements of Title II of the ADA because they operate a public post-secondary education program.

We have closed the investigation phase of the reviews because the colleges and MCCS agreed to take action to address the areas of noncompliance, and the concerns, that we identified and to provide to us, within 30 calendar days of the date of this letter, evidence of implementation of the action. The action and the evidence are identified in the enclosed resolution agreement that the college presidents signed between August 8 and 11, 2005.

The issues that we addressed, the applicable legal standards, a summary of our findings, and a summary of the action that the colleges and MCCS agreed to take follows. During a telephone conversation on July 29, 2005, we provided more information about our findings to Derek P. Langhauser, General Counsel. Per Mr. Langhauser's request, following the conversation, we faxed to him suggestions for improving areas that are in compliance.

Our reviews consisted of a desk analysis of data, including analyzing relevant policies and procedures, that each college and that Mr. Langhauser submitted; a desk analysis of information that we obtained from each college's internet site and from MCCS' internet and intranet sites; and interviewing each college's Title IX Coordinator and Mr. Langhauser. We analyzed a sample of publications (including internet sites) and notices, and the complaint procedures, for each of the seven colleges. We also analyzed the relevant provisions of the five collective bargaining agreements that some of the colleges and Mr. Langhauser identified to us and the MCCS' *Student Code of Conduct*.

#### Legal standards

The legal standards that are applicable to these compliance reviews are 34 C.F.R. §§106.8(a) and (b), and 106.9(a). Other legal standards for which we found areas of noncompliance during the conduct of these reviews, which concern pre-employment inquiries on the basis of sex and disability, respectively, are 34 C.F.R. §§106.60 and 104.14. The civil rights laws for which we have enforcement authority encourage coordination of compliance, such as in regard to designation of responsible employee, complaint procedure, and notice of nondiscrimination.

#### Summary of facts and analysis

Each college has designated a responsible employee, as required by 34 C.F.R. §106.8(a). However, some of the designated employees appear to lack knowledge about at least some of the requirements of Title IX relative to these reviews. Generally, none of the colleges is in compliance with §106.8(b), complaint procedure, or with §106.9(a), notice of nondiscrimination.

The areas of noncompliance that concern 34 C.F.R. §§106.8(b), 106.9(a), and 106.60 are summarized in this letter. Also summarized in this letter are the areas of noncompliance with, and concerns about, other civil rights laws for which we have enforcement authority, such as Section 504, which were noted when analyzing information relative to these reviews. The terms "complaint procedure" and "grievance procedure" are used interchangeably in this letter.

**Designated employee, 34 C.F.R. §106.8(a).** This section of the implementing regulation requires a recipient of Federal financial assistance, such as the colleges, to designate at least one employee to coordinate its efforts to comply with and to carry out its responsibilities under 34 C.F.R. Part 106, including investigating any complaint communicated to it alleging its noncompliance with, or alleging action that would be prohibited by, 34 C.F.R. Part 106. This section of the implementing regulation also requires a recipient to notify all students and employees of the name, office address, and telephone number of the designated employee(s).

- **Issue/Designation of responsible employee:** Whether the college has designated at least one employee to coordinate its efforts to comply with and to carry out its responsibilities under 34 C.F.R. Part 106, including investigating any complaint communicated to it alleging its noncompliance with, or alleging action that would be prohibited by, 34 C.F.R. Part 106.

Each college has designated at least one employee, its respective affirmative action officer, to coordinate its efforts to comply with and to carry out its responsibilities under 34 C.F.R. Part 106, including investigating any complaint communicated to the college alleging the college's noncompliance with, or alleging action that would be prohibited by, 34 C.F.R. Part 106 (Title IX coordinator). The knowledge about the requirements of 34 C.F.R. Part 106, particularly relative to students, such as in regard to §106.8(b), complaint procedure, and §106.9(a), notice of nondiscrimination, varies among the coordinators.

- **Issue/Notification of responsible employee:** Whether the college has notified all students and employees of the name, office address, and telephone number of the designated responsible employee(s).

Each college has notified all students, employees, and third parties of the name, office address, and telephone number of its Title IX coordinator. Examples of the ways in which each college notifies are during orientation activities and via postings on campus.

**Conclusion for 34 C.F.R. §106.8(a):** The colleges are in compliance with the requirements of 34 C.F.R. §106.8(a), relative to our reviews, because each of them has designated a responsible employee and has provided notification about this person. However, the colleges and/or MCCS may wish to ascertain that each college's Title IX coordinator and, as applicable, other persons who have related duties and responsibilities (others), possess the competencies and skills necessary for them to effectively execute their Title IX duties and responsibilities, such as, but not limited to, administering the complaint procedures. Suggestions about this were included in the information that we faxed to Mr. Langhauser on July 29, 2005.

**Complaint procedure, 34 C.F.R. §106.8(b).** This section of the implementing regulation requires a recipient to adopt and publish a grievance procedure that provides for the prompt and equitable resolution of complaints alleging any action that would be prohibited by 34 C.F.R. Part 106.

- **Issue/Adoption and publication of a complaint procedure:** Whether the college has adopted and published a complaint procedure that provides for the prompt and equitable resolution of complaints alleging any action that would be prohibited by 34 C.F.R. Part 106.

Each college reported that it has adopted and published a grievance procedure to resolve complaints that students and employees may file alleging any action that would be prohibited by 34 C.F.R. Part 106. According to the Mr. Langhauser, the procedure for employees to use is in the respective collective bargaining agreement, and the procedure for students to use is in the *Student Code of Conduct*. We discussed with him why we believe that neither the collective bargaining agreements nor the *Student Code*

of *Conduct* incorporates a procedure that satisfies the requirements of §106.8(b), as summarized below.

Only four of the five collective bargaining agreements appear to have an article that is entitled "Complaints and Investigations." The article pertains to complaints made against members of the bargaining unit by parties outside of the college. The five agreements have an article that is entitled "Grievance procedure." Each agreement states that the procedure is for addressing a dispute about the interpretation or application of a specific term or provision of the agreement. For these reasons, for example, a complaint procedure is not available for the use of all employees, for a student to file an allegation of sex discrimination against an employee, or for an employee to file an allegation of sex discrimination against another employee. Thus, neither the complaint nor the grievance clauses of the collective bargaining agreements provide students or employees with a complaint procedure prescribed by 34 C.F.R. §106.8(b).

The *Student Code of Conduct* prohibits, among other things, general "acts of discrimination" and general (but not specifically sexual) harassment and intimidation. In relevant part, it states, "This Code applies in addition to other College and System policies and requirements, local ordinances, and state and federal laws." It identifies prohibitions and sanctions, and it incorporates a "procedure" for determining if a violation of the Code has occurred. While it is possible that a student could raise an allegation of sex discrimination complaint under the Code, the procedure does not provide a means of redress for students alleging noncompliance by the College or by members of the College community regarding concerns about sex discrimination. Based on this information, we have determined that the procedure that is contained in the Code does not satisfy the complaint procedure requirement prescribed by 34 C.F.R. §106.8(b).

**Conclusion for 34 C.F.R. §106.8(b):** The colleges are not in compliance with the requirements of 34 C.F.R. §106.8(b), relative to our reviews, because neither the collective bargaining agreements nor the *Student Code of Conduct* incorporates a complaint procedure that satisfies the requirements of §106.8(b). The collective bargaining agreements are deficient because all employees are not covered by a collective bargaining agreement and the collective bargaining agreements do not incorporate procedures for students to address complaints against members of the collective bargaining units or for an employee to file an allegation of sex discrimination against another employee. The Code is deficient because it does not provide a specific means of redress for complaints of sex discrimination, including complaints of sexual harassment. The colleges and MCCS agreed to take action to ensure that each college's complaint procedures (a) are an appropriate mechanism for determining the college's compliance with Title IX (and the other civil rights laws for which OCR has enforcement authority) and (b) provide the steps necessary to promptly and equitably remedy noncompliance.

**Notice of nondiscrimination, 34 C.F.R. §106.9(a).** This section of the implementing regulation requires a recipient to notify certain groups that it does not discriminate on the basis of sex in the educational program or activity that it operates, and that it is required by Title IX and 34 C.F.R. Part 106 not to discriminate in such a manner. Relative to the subject review, the groups are students, applicants for admission and employment, employees, sources of referral for employment, and all unions or professional organizations holding collective bargaining or professional agreements with the college.

This section of the implementing regulation also requires a recipient's notice of nondiscrimination to state that inquiries concerning the application of Title IX and 34 C.F.R. Part 106 to the recipient may be referred to the employee(s) designated pursuant to §106.8 or to OCR. This section of the implementing regulation further requires a recipient to prominently include its notice of nondiscrimination in each announcement, bulletin, catalog, or application form that it makes available to the groups identified in the preceding paragraph. The OCR guidance about notice requirements, found at <http://www.ed.gov/about/offices/list/ocr/docs/nondisc.html>, does not require a notice of nondiscrimination to reference Title IX or its implementing regulation.

The related implementing regulation for Title IX, which concerns pre-employment inquiry, is 34 C.F.R. §106.60. This section of the regulation prohibits pre-employment inquiry as to marital status of an applicant for employment, including whether an applicant is "Miss" or "Mrs." It permits pre-employment inquiry as to the sex of an applicant if such inquiry is made equally of both sexes and if the results are not used in connection with discrimination that is prohibited by 34 C.F.R. Part 106.

- **Issue/Notice of nondiscrimination:** Whether the college has notified students, applicants for admission and employment, employees, sources of referral for employment, and all unions and professional organizations holding collective bargaining or professional agreements with the college that the college does not discriminate on the basis of sex in the educational program or activity that it operates.

Each college has notified students, applicants for admission and employment, employees, sources of referral for employment, all unions or professional organizations holding collective bargaining or professional agreements with the college, and third parties that the college does not discriminate on the basis of sex in the educational program or activity that it operates. However, some of the content of the notices, including legal citations, is incorrect. For example, "Title IX, Nondiscrimination on the Basis of Sex, Educational Amendments of 1972," rather than "Title IX of the Education Amendments of 1972," is cited, and there is no referral of inquiries to the affirmative action officer and/or to OCR.

- **Issue/Inquiries about Title IX:** Whether the college's notice of nondiscrimination states that inquiries concerning the application of Title IX and 34 C.F.R. Part 106 to the college may be referred to the employee(s) designated according to 34 C.F.R. §106.8(a) (and/or to OCR).

Only some versions of each college's notice of nondiscrimination state that inquiries concerning the application of Title IX and 34 C.F.R. Part 106 to the college may be referred to the employee designated according to 34 C.F.R. §106.8(a). Some notices do not reference OCR.

- **Issue/Publication of notice of nondiscrimination:** Whether the college's notice of nondiscrimination is prominently included in each of its announcements, bulletins, catalogs, and application forms that it makes available to applicants for admission and employment, employees, sources of referral for employment, and all unions or professional organizations holding collective bargaining or professional agreements with the college.

Each college's notice of nondiscrimination is included in most of the announcements, bulletins, catalogs, and application forms that the college makes available to applicants for admission and employment, employees, sources of referral for employment, all unions and professional organizations holding collective bargaining and professional agreements with the college, and third parties. Some of the colleges have posted the notice on their internet site. However, the notice is not prominently included in some of the publications or prominently posted on the internet sites, so it is difficult to locate. For purposes of these reviews, "prominently placed/included" means placing the notice, or a reference to where the notice is located within the publication, at the very beginning or the very end of a publication, form, etc., or at the very top or very bottom of the home page of internet and intranet sites. Examples of college publications that include the notice are student and faculty handbooks, catalogs, and application forms for admission and for employment.

**Conclusion for 34 C.F.R. §106.9(a):** Some of the colleges are not in compliance with the requirements of 34 C.F.R. §106.9(a), relative to our reviews, because (1) what is a college's official notice of nondiscrimination cannot be determined for some of the colleges (e.g., 01-05-6001/Central Maine and 01-05-6003/Kennebec Valley); (2) some versions of the notice contain incorrect information; (3) some versions of the notice do not state that inquiries concerning the application of Title IX and 34 C.F.R. Part 106 to the college may be referred to the Title IX coordinator and/or to OCR; (4) all publications, including some of the internet sites, do not contain the notice; (5) the notice is not prominently included in some of the publications; and (6) related to notice requirements, some applications for employment contain illegal pre-employment inquiries as to marital status. The colleges and MCCS agreed to take action to ensure that the colleges widely disseminate a uniform notice of nondiscrimination that is (a) in accordance with the applicable OCR notice requirements and (b) easily understood and easily identified/located. They also agreed to replace existing applications for admission and for employment with applications that do not make illegal pre-admission inquiry and that do not contain inappropriate language.

**Related Section 504 and ADA information.** The related implementing regulation for Section 504, which concerns pre-employment inquiry, is 34 C.F.R. §104.14. Similar prohibitions against pre-employment inquiry relative to disability are found in the ADA. Generally, §104.14 prohibits pre-employment inquiry as to disability. However, an applicant may be asked about her/his ability to perform job-related tasks or functions, or, if there is a known disability, an applicant may be asked to demonstrate or explain how, with or without reasonable accommodations, s/he is able to perform job-related functions.

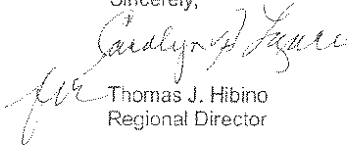
**Section 504 and ADA areas of noncompliance:** Some application for employment forms contain illegal pre-employment inquiry as to disability.

**Summary conclusion.** In summary, the colleges are in compliance relative to the issues that we reviewed concerning responsible employee, and they are not in compliance relative to the issues that we reviewed concerning complaint procedure and notice. MCCS agreed to submit to us, within 30 calendar days of the date of this letter, evidence of implementation of the resolution agreement that the college presidents signed between August 8 and 11, 2005. Additional monitoring reporting dates, if any, will be determined after we analyze this evidence.

This letter addresses only the matters discussed herein. It should not be construed to cover any other matter regarding the colleges' or MCCS' compliance with the regulations cited herein or with any other laws for which we have enforcement authority.

Thank you, Mr. Langhauser; Anita Day, Administrative Assistant; the college presidents; and your/their staff for your and their assistance in conducting our compliance reviews. Please let me know if you need more information. Please let me or Ralph B. D'Amico, Team Leader, know if you need more information. Our respective telephone numbers are (617) 289-0111 and (617) 289-0044, and our e-mail addresses are [Thomas.Hibino@ed.gov](mailto:Thomas.Hibino@ed.gov) and [Ralph.D'Amico@ed.gov](mailto:Ralph.D'Amico@ed.gov).

Sincerely,



Thomas J. Hibino  
Regional Director

Enclosure/es stated

(listing of "cc" on next page)

Page 8: John Fitzsimmons, Ed.D., President  
Compliance Review Nos. 01-05-6001 through 01-05-6007

cc w/enc via fax to:

207.767.0137  
Derek P. Langhauser, General Counsel  
Maine Community College System  
Three Adams Street  
South Portland, Maine 04106

207.768.2831 (Compliance Review No.  
01-05-6004)  
Mr. Timothy Crowley, President  
Northern Maine Community College  
33 Edgemont Drive  
Presque Isle, Maine 04769-2016

207.755.5490 (Compliance Review No.  
01-05-6001)  
Scott E. Knapp, Ed.D., President  
Central Maine Community College  
1250 Turner Street  
Auburn, Maine 04210-6436

207.741.5653 (Compliance Review No.  
01-05-6005)  
James O. Ortiz, Ed.D., President  
Southern Maine Community College  
2 Fort Road  
South Portland, Maine 04106-1611

207.941.4608 (Compliance Review No.  
01-05-6002)  
Joyce Hedlund, Ed.D., President  
Eastern Maine Community College  
354 Hogan Road  
Bangor, Maine 04401-4206

207.454.1026 (Compliance Review No.  
01-05-6006)  
Mr. William Cassidy, President  
Washington County Community College  
One College Drive  
Calais, Maine 04619-4046

207.453.5011 (Compliance Review No.  
01-05-6003)  
Barbara Woodlee, Ed.D., President  
Kennebec Valley Community College  
92 Western Avenue  
Fairfield, Maine 04937-1337

207.646.9675 (Compliance Review No.  
01-05-6007)  
Patricia Ryan, Ed.D., President  
York County Community College  
112 College Drive  
Wells, Maine 04090-5341



**Resolution Agreement  
01-05-6001 thru 6007, Colleges of the Maine Community College System (MCCS)**

01-05-6001	Central Maine	01-05-6005	Southern Maine
01-05-6002	Eastern Maine	01-05-6006	Washington County
01-05-6003	Kennebec Valley	01-05-6007	York County
01-05-6004	Northern Maine		

To address the compliance issues for the subject reviews, MCCS and its colleges agree:  
 (1) to take the action identified in this resolution agreement, and  
 (2) within 30 calendar days of date of the closure letter, to submit to the United States Department of Education, Office for Civil Rights (OCR), the identified evidence of implementation of the action (i.e., a monitoring report).  
 After it analyzes this evidence, OCR will identify additional monitoring report dates if necessary.

Action ("publications" includes internet and intranet sites)	Evidence
<p>34 CFR §106.8(b): Complaint procedure: The following action is to ensure that each college's complaint procedures (a) are an appropriate mechanism for determining the college's compliance with Title IX (and the other civil rights laws for which OCR has enforcement authority) and (b) provide the steps necessary to promptly and equitably remedy noncompliance.</p>	<p>1.a The new draft procedures identified in #1.</p> <p>1.b A detailed explanation of how and when each college will (a) publish/publicize the new procedures after they are approved by OCR; (b) ensure that the new procedures are implemented promptly; and (c) ensure that all previously existing grievance procedures (e.g., "informal procedures") are retired.</p>



Resolution Agreement, 01-05-6001 thru 6007, Colleges of the Maine Community College System, 2 of 4 pages

2	<p>Develop, for all of the colleges to use, grievance procedures that: (a) govern allegations of sexual harassment filed by students, employees and other parties; (b) are based on the MCCS General Counsel's training outline, <i>Sexual Harassment Allegations by a Student or Employee: Procedure for Response</i>; (c) include timelines for the major stages of the complaint process, such as for filing, completing the investigation, and resolving the complaint; and (d) permit the MCCS, to the fullest extent possible or necessary, to capture the due process provisions of the MCCS collective bargaining agreements and Student Code of Conduct.</p>	<p>2.a The new draft procedures identified in #2.</p> <p>2.b A detailed explanation of how and when each college will (a) publish/publicize the new procedures after they are approved by OCR; (b) ensure that the new procedures are implemented promptly; and (c) ensure that all previously existing grievance procedures (e.g., "informal procedures) are retired.</p>
<p><b>34 CFR §106.9(a): Notice of nondiscrimination:</b> The following action is to ensure that the colleges widely disseminate a uniform notice of nondiscrimination that is (a) in accordance with the applicable OCR notice requirements; and (b) easily understood and easily identified/located.</p>		
3	<p>Develop a new complete notice of nondiscrimination that will serve as each college's official notice of nondiscrimination, to replace the existing "diversity statement," "affirmative action statement," "affirmative action/discrimination statement," "equal opportunity statement," "president's statement on affirmative action," and, if any, similar statements, and to use in long publications, such as catalogs and handbooks, and on internet sites.</p>	<p>3.a The new draft complete notice of nondiscrimination that will serve as each college's official notice of nondiscrimination.</p> <p>3.b A detailed explanation of how and when each college will (a) ensure that all of its long publications contain the new complete notice of nondiscrimination, after the notice is approved by OCR; and (b) ensure that all previously existing notices are retired.</p>
4	<p>Develop a new abbreviated notice of nondiscrimination to replace the various existing abbreviated notices, for all of the colleges to use in their short publications, such as pamphlets and application forms.</p>	<p>4.a The new draft abbreviated notice of nondiscrimination that will serve as each college's official notice of nondiscrimination.</p>

Resolution Agreement, 01-05-6001 thru 6007, Colleges of the Maine Community College System, 3 of 4 pages

	4.b	A detailed explanation of how and when each college will (a) ensure that all of its short publications contain the new abbreviated notice of nondiscrimination, after the notice is approved by OCR; and (b) ensure that all previously existing notices are retired.
5	5	A copy of the page for each internet and intranet site on which the notice of nondiscrimination appears, including the URL and the date that the page was printed.
6	6.a	A sample of at least three corrected pages of each college's <i>Affirmative Action Plan</i> , and of other publications, as applicable, that have been revised relative to citations to civil rights laws for which OCR has enforcement authority, such as, but not limited to, Section 504 of the Rehabilitation Act of 1973, and to terms, such as, but not limited to, "disability," rather than "handicap."
6	68.b	A detailed explanation of how and when each college will ensure that all of its publications are revised relative to citations to civil rights laws (including terms) for which OCR has enforcement authority.

Resolution Agreement, 01-05-6001 thru 6007, Colleges of the Maine Community College System, 4 of 4 pages

7	Amend existing application for admission forms for all of the colleges to: (a) contain correct citations and the new notice of nondiscrimination; and (b) delete any pre-admission inquiry as to disability or offensive language, such as "crippled limbs."	<p>7.a The new draft application for admission forms identified in #7.</p> <p>7.b A detailed explanation of how and when each college will (a) ensure that it replaces all of its application for admission form, after the new form is approved for OCR; and (b) ensure that all previously existing application for admission forms are so amended.</p>
8	Amend existing application for employment form for all of the colleges to: (a) contain correct citations and new notice of nondiscrimination. (b) delete any pre-employment inquiries as to marital status or to disability; and (c) delete any inappropriate language, such as "crippled limbs."	<p>8.a The new draft application for employment form identified in #8.</p> <p>8.b A detailed explanation of how and when each college will (a) ensure that it replaces all of its application for employment form, after the new form is approved for OCR; and (b) ensure that all previously existing application for employment forms are so amended.</p>

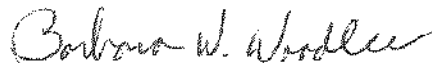
Signature Pages Attached Hereto

OCR Resolution Agreement, 01-05-6001 thru 6007

Colleges of the Maine Community College System

College President Signature Page

For attachment to OCR Resolution Agreement, 01-05-6001 thru 6007, Colleges of the  
Maine Community College System.



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Barbara W. Woodlee, Ed.D., President  
for  
Kennebec Valley Community College

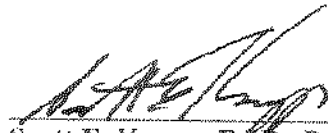
Date: August 9, 2005

**OCR Resolution Agreement, 01-05-6001 thru 6007**

**Colleges of the Maine Community College System**

**College President Signature Page**

For attachment to OCR Resolution Agreement, 01-05-6001 thru 6007, Colleges of the  
Maine Community College System.

A handwritten signature in black ink, appearing to read "Scott E. Knapp", written over a horizontal line.

**Scott E. Knapp, Ed.D., President**

**for**

**Central Maine Community College**

**Date: August 8, 2005**

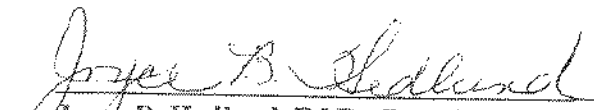
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OCR Resolution Agreement, 01-05-6001 thru 6007

Colleges of the Maine Community College System

College President Signature Page

For attachment to OCR Resolution Agreement, 01-05-6001 thru 6007, Colleges of the  
Maine Community College System.

  
Joyce B. Hedlund, Ed.D., President  
for  
Eastern Maine Community College

Date: August 8, 2005

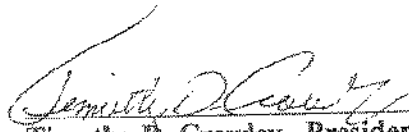


OCR Resolution Agreement, 01-05-6001 thru 6007

Colleges of the Maine Community College System

College President Signature Page

For attachment to OCR Resolution Agreement, 01-05-6001 thru 6007, Colleges of the  
Maine Community College System.



Timothy D. Crowley, President

for

Northern Maine Community College

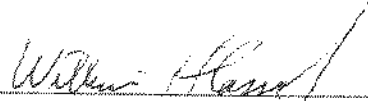
Date: August 9, 2005

OCR Resolution Agreement, 01-05-6001 thru 6007

Colleges of the Maine Community College System

College President Signature Page

For attachment to OCR Resolution Agreement, 01-05-6001 thru 6007, Colleges of the  
Maine Community College System.



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William H. Cassidy, President

for

Washington County Community College

Date: August 7, 2005

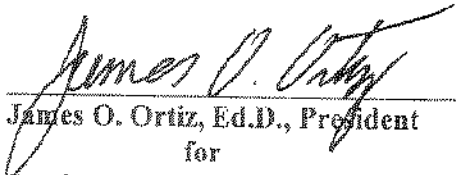
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OCR Resolution Agreement, 01-05-6001 thru 6007

Colleges of the Maine Community College System

College President Signature Page

For attachment to OCR Resolution Agreement, 01-05-6001 thru 6007, Colleges of the  
Maine Community College System.

  
James O. Ortiz, Ed.D., President  
for  
Southern Maine Community College

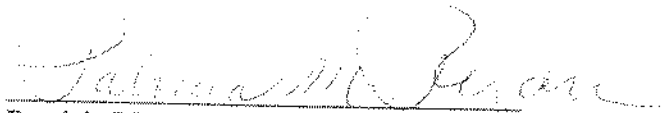
Date: August 11, 2005

OCR Resolution Agreement, 01-05-6001 thru 6007

Colleges of the Maine Community College System

College President Signature Page

For attachment to OCR Resolution Agreement, 01-05-6001 thru 6007, Colleges of the  
Maine Community College System.



**Patricia M. Ryan, Ed.D., President**  
for  
**York County Community College**

Date: August 8, 2005