

Resolution Agreement
North Branford Public Schools
OCR Case No. 01-14-1169

In order to resolve the above-referenced complaint, North Branford Public Schools (District) agrees to implement this Resolution Agreement (the Agreement) with the U.S. Department of Education's Office for Civil Rights (OCR), to ensure the District's continuing compliance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100.

The District agrees to continue to take all steps reasonably necessary to ensure that students enrolled in the District are not subject to a hostile environment and to respond to all incidents of harassment on the basis of race, color, or national origin (race).

I. Procedures

- a. By January 31, 2015, the District will submit for OCR's approval a revised Bullying Prevention and Safe School Climate Plan or draft a new policy or plan applicable to allegations of harassment based on race to, at a minimum, provide for:
 - i. The definition of race-based harassment;
 - ii. To whom an allegation of race-based harassment should be addressed, including name, title, and contact information;
 - iii. Mandatory reporting by teachers, administrators, and staff of alleged racial discrimination of which they become aware, including race-based harassment;
 - iv. The name, title, and contact information at each school in the District of the individual designated to answer questions related to the District's plan or policy.
- b. Within 90 days of OCR's approval, the District will provide OCR with documentation that it has provided notice of the plan or policy by posting it on the District website. The District will also update its student handbooks to include the plan or policy.
- c. By April 1, 2015, the District will provide mandatory training and guidance to the District's administrators and designated Safe School Climate Specialists on the plan or policy. Appropriate administrators will then train Jerome Harrison Elementary School staff. The District will provide OCR with the materials to be provided at the trainings and the identification of trainer(s) for OCR's review and approval two weeks prior to the training. Within one week following the training, the District will provide OCR with confirmation that the training took place. During the trainings, the District will distribute appropriate and relevant reference material and guidelines that will include the following topics:
 - i. The District policy prohibiting discrimination and race-based harassment of a student by other students or by employees;
 - ii. The types of conduct that could constitute race-based harassment; such as, verbal acts, graphic and written statements about race, or other conduct that may be physically threatening, harmful or humiliating;
 - iii. An explanation of the District's plan or policy for resolving discrimination allegations; a reference to where individuals can locate the full plan or policy; and, the name and contact information of the District-level individual responsible for responding to allegations of discrimination, including harassment;

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- iv. The appropriate action/response that staff must take when she/he learns of race-based harassment or discrimination of a student.

II. Education Initiatives and Climate

- a. Following the training, the District will implement programs and/or initiatives to improve the quality of the school climate within its schools as described in Section X of the District's Bullying Prevention and Intervention Safe School Climate Plan. The District will include an age appropriate student education program and initiatives to promote cultural awareness and celebrate diversity.
- b. By January 30, 2016, the District will submit a report to OCR for each age-level on the programs and initiatives that were implemented. Within 30 days of the end of the 2015-2016 school year, the District will provide OCR with a final report on the implementation of each program and initiative.

The District understands that the OCR will monitor this Agreement until it determines that the District has fulfilled the terms of this Agreement and is in compliance with Title VI. The District further understands that the OCR retains the right to evaluate the District's compliance with this Agreement, including the right to conduct site visits, observe trainings, interview District staff and students, and request such additional reports or data as are necessary for the OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with Title VI. By signing this Agreement, the District agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. The District understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce this Agreement, OCR shall give the District written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach. This Agreement is for the purpose of resolving a disputed claim and is not, and shall not be construed as, an admission of liability, fault, or wrongdoing of any kind by the District. Upon full compliance with the terms of this Agreement, any and all claims associated with the complaint which OCR may have against the District will be resolved.

/s/ _____
Superintendent
North Branford Public Schools

Date