

**RESOLUTION AGREEMENT**  
**School Administrative Unit (SAU) 81, Hudson School District**  
**OCR Complaint No. 01-16-1173**

The School Administrative Unit (SAU) 81, Hudson School District (District) has voluntarily entered into this agreement to resolve the allegation in the above-referenced complaint. The District agreed to resolve this complaint prior to the completion of OCR's investigation pursuant to Section 302 of OCR's *Case Processing Manual*. The District assures that it will take the following actions.

**Action Item 1**

By **January 4, 2019**, the District will review all information previously provided to or obtained by District staff concerning the Complainant's allegation that in the spring of 2016, the Student was harassed on the basis of disability. The District will make a determination of whether the evidence presented supports a finding of disability-based harassment. If the District finds that the Student was subjected to disability-based harassment, it will take prompt and effective steps reasonably calculated to end the harassment and its effects, and prevent the harassment from recurring. The District will provide a written response to the Complainant of the results of the investigation and if necessary, any remedial action taken as a result.

**Reporting Requirement:** By **January 11, 2019**, the District will submit to OCR a report documenting the outcome of the investigation, any corrective actions deemed necessary, and a timeline for implementation of the corrective actions, if necessary. The District will also submit to OCR a copy of the written response provided to the Complainant.

**Action Item 2**

By **January 4, 2018**, the District will revise as necessary its grievance procedure concerning disability discrimination to ensure that it incorporates appropriate due process standards and provides for the prompt and equitable resolution of complaints. The grievance procedure will include:

- a. Notice to students, parents/guardians, and employees of the procedure, including where complaints may be filed;
- b. Application of the procedure to complaints alleging harassment carried out by other students, employees or third parties;
- c. Notice to the parties of the outcome of the complaint; and
- d. An assurance that the District will take steps to prevent recurrence of any harassment and to correct its discriminatory effects on the complainant and others, if appropriate.

**Reporting Requirements:**

1. By **January 11, 2018**, the District will submit its policies and procedures to OCR for its review and approval.

2. Within thirty (30) calendar days of OCR’s approval, the District will adopt, implement, and publish the revised policies and procedures. The District will make this information available through the District’s website and any other additional means of notification the District deems effective to ensure that the information is disseminated. The District will provide OCR with documentation that it has completed this item, including copies of written notices to students, parents/guardians, administrators, and staff, and a copy of any publications (such as student handbooks) or a link to any website containing the policy.

**Action Item 3:**

By **February 1, 2019**, the District will provide Section 504 training regarding its grievance procedures and its responsibility to address disability-based harassment about which it knows or reasonably should have known, including, but not limited to taking immediate and appropriate action to investigate or otherwise determine what occurred, and if harassment is found, taking prompt and effective steps reasonably calculated to end the harassment, prevent it from recurring, and, as appropriate, remedy its effects. The training will be provided, at a minimum, to the School XXXXXXXX, and XXXXXX XXX XXXXXXXXXXXXX.

**Reporting Requirements: Within 15 days** of delivering the training, the District will submit to OCR the presentation materials and attendance sheets from the trainings. The attendance sheets shall include the names and titles for all staff members who participated in the training.

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. Further, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement. Upon the District’s satisfaction of the commitments made under the Agreement, OCR will close the case.

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 sixty (60) calendar days to cure the alleged breach.

The Agreement will become effective immediately upon the signature of the District’s representative below.

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent