

RESOLUTION AGREEMENT
Maple Run Unified School District
OCR Complaint No. 01-17-1319

The Maple Run Unified School District (the District) has voluntarily entered into this agreement to resolve the allegation in the above-referenced complaint. The District assures that it will take the following actions. 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*.

Action Item 1

By July 15, 2018, the District's coaches, as well as XXXXXXXXXXXXXXXXXXXXXXXX (the Employee), will receive racial bias training.

Reporting Requirement 1

By August 1, 2018, the District will provide to OCR documentation of this training, including proof of completion (e.g., sign-in sheet, certificate of attendance, record of completion from online vendor), and a copy of any materials used or distributed during the training.¹

Action Item 2

By October 1, 2018, the XXXXXXXXXXXX coaches and assistant coaches will meet with sports psychologist XXXXXXXXXXXXXXXXXXXXXXXX (the Sports Psychologist) to discuss team culture and inclusion, and with the District's Equity Coordinator Joanne Wells (the Equity Coordinator) to discuss harassment. The discussion of harassment shall include a review of the District's Hazing, Harassment, and Bullying policy and procedures; the District's obligation to respond to and effectively resolve allegations of harassment that may create a hostile environment; and resources available to students and employees.

Reporting Requirement 2

By October 15, 2018, the District will provide to OCR documentation that the Sports Psychologist and the Equity Coordinator met with the XXXXXXXXXXXX coaches and assistant coaches regarding team culture, inclusion, and harassment, including a sign-in sheet and a copy of any materials used or distributed during the meeting. The District will also provide proof that it has disseminated the training materials to any XXXXXXXXXXXX coaches or assistant coaches who were unable to attend the meeting, or proof that the Sports Psychologist and the Equity Coordinator met with them on an alternate date.

¹ The District informed OCR that the Anti-Defamation League conducted an implicit bias training on March 15, 2018, which the Employee and numerous coaches attended. The District has provided OCR with the training materials and the Employee's proof of attendance for this training. The District informed OCR that the coaches who did not attend this training have taken or will take an online training course concerning racial bias and diversity awareness.

Action Item 3

By October 1, 2018, the District will inform the XXXXXXXXXX coaches and assistant coaches that:

- (1) they should not initiate any discussions about allegations or findings of hazing, harassment or bullying involving team members (including, but not limited to the incident underlying OCR Complaint No. 01-17-1319), as they are confidential matters;
- (2) their role as coaches is to provide general training on this topic to their team as directed by the Athletic Director, and to report any incidents or allegations to a designated employee as outlined in the District's Hazing, Harassment, and Bullying policy; and
- (3) if they are requested to address the team about a specific complaint or allegations, they shall do so based on the specific direction of the Equity Coordinator or her administrative designee.

Reporting Requirement 3

By October 15, 2018, the District will provide to OCR documentation that the Athletic Director, or other District official, informed the XXXXXXXXXX coaches and assistant coaches that they should not discuss any prior allegations or findings of hazing, harassment, or bullying involving team members, including the incident underlying OCR Complaint No. 01-17-1319.

Action Item 4

The Student's guidance counselor (Counselor) will meet with the Student when the Student requests support or assistance regarding issues arising from harassment, equity, or racial bias. The Counselor will also serve as the Complainant's contact and will be available to discuss any concerns that the Complainant has regarding issues arising from harassment, equity, or racial bias relating to the Student.

Reporting Requirement 4

By July 15, 2018, the District will provide to OCR documentation that: (a) the District informed the Student and/or the Complainant that the Counselor is available to meet with the Student when the Student requests support or assistance regarding issues arising from harassment, equity, or racial bias; and (b) the District informed the Complainant that the Counselor is available to discuss any concerns that the Complainant has regarding issues arising from harassment, equity, or racial bias relating to the Student.

Action Item 5

The District will send a letter to the Complainant and the Student in which the District: (a) offers to facilitate a conversation between the Student and the Employee to promote further learning and understanding, and to provide the opportunity for expressions and acknowledgements of concern and regret; and (b) describes the actions that the District has taken in response to the Complainant and Student’s complaint of racial harassment, and identifies available resources.

Reporting Requirement 5

By July 15, 2018, the District will submit a draft of the letter for OCR’s review and approval. Within fifteen (15) calendar days of OCR’s review and approval of the letter, the District will provide documentation to OCR that it has sent the letter to the Complainant and the Student.

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: _____ /s/ _____ Date: July 1, 2018
Superintendent Kevin Dirth