

RESOLUTION AGREEMENT
Southington Board of Education
OCR Complaint No. 01-18-1390

The Southington Board of Education (District) has 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

The District will provide Title VI training to all coaches in the District. The training will include discussion of the nondiscrimination requirements of Title VI and tools for reducing bias.

Reporting Requirements

1. By June 1, 2019, the District will provide, for OCR's review and approval, a copy of the training materials it will use.
2. Within 60 days of OCR's approval, the District will provide to OCR:
 - a. A list of the individuals who attended the training and their positions;
 - b. The date(s) the training was conducted; and
 - c. Copies of any training materials disseminated.

Action Item 2

The District will (i) ensure that a statement of nondiscrimination under Title VI is distributed with all tryout announcements for sports offered by the District (Tryout Statement) and (ii) ensure that all students who try out for sports offered by the District receive a notice of non-discrimination under Title VI, with information about whom they can contact if they have concerns about racial discrimination (Tryout Notice).

Reporting Requirements

1. By June 1, 2019, the District will provide, for OCR's review and approval, proposed language for the Tryout Statement and the Tryout Notice.
2. Within 90 days of OCR's approval of the Tryout Statement and Tryout Notice, the District will provide OCR with documentation demonstrating that the Tryout Statement has been distributed with all tryout announcements and that the Tryout Notice was provided to all students who tried out since OCR's approval of the Tryout Notice.

Action Item 3

Prior to the start of the 2019-2020 school year, the District will send a reminder to all staff responsible for the athletics program, including coaches, assistant coaches, trainers, and other personnel, that the athletics program must comply with the nondiscrimination requirements of Title VI.

Reporting Requirement

1. By September 1, 2019, the District will provide OCR with documentation that it has complied with Action Item 3.

Action Item 4

By June 15, 2019, the District will assess its system for athletic tryouts at XXXXXXXXXX XXXXX to determine whether steps can be taken to reduce the possibility of racial bias. This assessment shall include, at a minimum, an assessment of whether the District can or should establish quantifiable standards, document its rationales for selecting or not selecting certain students, and/or ensure periodic training for coaching staff. The District will then make any changes necessary in accordance with that assessment.

Reporting Requirement

1. By September 1, 2019, the District will provide OCR with documentation of its assessment and any changes made as a result of said assessment.

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 and obligations 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 and/or the applicable statute(s) and regulation(s). 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/
Timothy F. Connellan, Superintendent

Date: 4-24-2019