

**RESOLUTION AGREEMENT**  
**Uxbridge Public Schools**  
***OCR Complaint No. 01-19-1245***

The Uxbridge Public Schools (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**

- a. By December 30, 2019, the District will conduct and/or complete its investigation of the June 6, 2019 allegation of racial harassment, and it will review its notice to the Complainant and Complainant's son (Student) of the outcomes of its March, April, and May investigations into allegations of racial harassment and retaliation. For the June 2019 incident, and for the incidents that the District investigated in March, April, and May 2019, the District will provide written notice to the parents of the Student.
- b. If the District determines that the alleged conduct occurred on XXXXXXXX it shall assess that incident along with the other incidents to determine whether any additional measures are necessary to eliminate and/or prevent the recurrence of a racially hostile environment in the District's programs and activities.

**Reporting Requirement**

By January 15, 2020, the District will provide to OCR documentation of:

- i. the review process and notice referenced in Action Item 1(a);
- ii. the District's consideration, and implementation of measures pursuant to Action Item 1(b), if any.

**Action Item 2**

- a. By January 15, 2020, the Superintendent will send a written invitation to the Complainant, giving him until January 31, 2020 to accept. This invitation will offer to meet with him (and the Student, if the Complainant wishes for him to attend) to discuss the ways in which the District may support the Student's continuing education if the Student decides to return to the District, such as by the development of an individualized safety plan, designation of a staff liaison, course schedule adjustments, or other measures designed to ensure that the Student safely and successfully transitions back to school, if desired.

Should the Complainant accept this invitation, the Superintendent will meet with the Complainant (and Student, if appropriate) at a mutually agreeable date and time during the 15 calendar days following the Complainant's acceptance to discuss the above-referenced topics.

**Reporting Requirement**

By March 1, 2020, the District will provide to OCR:

- i. a copy of the written invitation sent to the Complainant;
- ii. a statement regarding whether the Complainant accepted the invitation; and, if so,
- iii. a summary of the discussion at the meeting and any determinations reached regarding Action Item 2.

**Action Item 3**

By February 15, 2020 the District will ensure that the Uxbridge High School's (School's) electronic student information management system and/or other relevant record-keeping systems:

- a. accurately identify and code all incidents of alleged racial harassment during the 2019-2020 and 2020-2021 school years as racial harassment in the School's electronic disciplinary records, including the identity of the parties; and
- b. appropriately tracks notification of necessary parties regarding allegation and status of investigations.

**Reporting Requirement**

By March 1, 2020, the District will provide OCR a written description of the steps taken to comply with Action Item 3.

**Action Item 4**

Prior to January 30, 2020, the District will conduct Title VI training for Title VI Coordinator, Principal, and Assistant Principal, including such topics as the importance of assessing the need for, implementing, and tracking of remedial measures.

**Reporting Requirement**

Within 30 days of conducting the trainings referenced in Action Item 4, the District will provide to OCR:

- i. A list of the individuals who attended the trainings and their positions;
- ii. The date(s) the trainings was conducted;
- iii. The name and credentials of the trainer(s)/presenter(s); and
- iv. Copies of any training materials disseminated.

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 proceedings to enforce the specific terms and obligations of this Agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will 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  
Uxbridge Public Schools