

RESOLUTION AGREEMENT
Lebanon School District / SAU #88
OCR Complaint No. 01-19-1306

The Lebanon 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*. Entering into this agreement does not constitute an admission of fault or noncompliance with Title IX or any other governing laws and regulations. The District assures that it will take the following actions.

Action Item 1

By **January 15, 2019**, the District will offer, in writing, the opportunity for the Student and XXXX parents to meet with the Superintendent, the High School Principal, the Title IX Coordinator(s), and the Athletics Director to discuss the Student's views and concerns about XXXX experience during the fall 2019 XXXX season.

If the offer is accepted, during this meeting, the District will discuss: (1) the prohibition (under Title IX and district policies) on discrimination and assurance of equal athletic opportunities for members of both sexes; (2) the district's response to the Student's concerns during the 2019-2020 school year; (3) ways to make the Student feel welcome should XXXX choose to rejoin the XXXX team in the future; and (4) guidelines and expectations for student athletes and families under the district's Co- Curricular Handbook, including policies on team selection and playing time. The District will consider, with the Student's input, appointing a designated contact person for the Student if XXXX has concerns in the future about athletic opportunities in the District.

Reporting Requirements:

Within ten days of sending the letters required by Action Item 1, the District will provide OCR a copy of the letter it sent to the Student and XXXX parents, as well as evidence that the letter was sent. Within ten days of learning that the meeting offer is not accepted, the District will so notify OCR. If a meeting offer is accepted, within ten days of the meeting, the District will provide OCR with a narrative summary of topics discussed and any next steps determined as a result of that meeting.

Action Item 2: Training

By **February 15, 2020**, the District will provide training on Title IX's nondiscrimination requirements, including the specific provisions governing athletic programs, to its Title IX Coordinator(s) and related staff, Athletics Director, High School Principal, the Head XXXX Coach, and other head coaches who are under contract to coach (or anticipate returning to coach) an interscholastic district team.

Reporting Requirement:

Within ten days of conducting the training required by Action Item 2, the District will provide OCR documentation of the training undertaken, including:

- (i) a list of the individuals who attended the training and their positions;
- (ii) the date(s) the training was conducted; and
- (iii) 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 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: _____
Dr. Joanne Roberts
Superintendent of Schools