

RESOLUTION AGREEMENT
Springfield Public Schools
OCR Complaint No. 01-20-1169

The Springfield Public Schools (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 October 1, 2020, the District will provide Title IX training to District's Athletic Director, coaches, and other relevant staff. If, because of the Covid-19 pandemic, District schools do not re-open for in-person learning for the fall 2020 semester, the District will organize and conduct training through an internet platform that allows for videoconferencing. The training will cover, at a minimum, the Title IX's prohibition of sex-discrimination in athletics, including requirement that male and female students are disciplined equitably for similar conduct.

Reporting Requirements

1. By October 15, 2020, 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

By May 15, 2020, the Superintendent will send a written invitation to the Complainant, giving her until June 15, 2020 to accept. This invitation will provide the Complainant and Student A the opportunity to meet with the Superintendent and the Athletic Director to discuss the following topics: that Title IX prohibits the District from discriminating on the basis of sex and the District has a policy against discrimination on the basis of sex; that the District understands that Student A perceived it as unfair and discriminatory when Student B continued to play after he was involved in a physical altercation that resulted in an immediate two-game suspension per MIAA regulations, and that this caused Student A to file a complaint with OCR; the District's explanation of why Student B played in the game on January 27, 2020 in violation of his MIAA-mandated suspension; and any other matters that the District deems appropriate.

Should the Complainant accept this invitation, the Superintendent and the Athletic Director will meet with the Complainant and Student A at a mutually agreeable date to prior to June 30, 2020 to discuss the above-referenced topics. Due to the restrictions on in-person meetings resulting

from the Covid-19 pandemic, the District will arrange for the meeting to be conducted over an internet platform that allows for videoconferencing.

Reporting Requirement

By July 30, 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.

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 Recipient 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: May 7, 2020
Superintendent Daniel J. Warwick