

RESOLUTION AGREEMENT
Harvard Public Schools
OCR Complaint No. 01-22-1355

Harvard 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*. By entering into this agreement, the District does not admit any error, wrongdoing, or liability on its part.

A. District Assessment

1. The District will conduct an assessment of all facilities used by all boys' interscholastic athletic teams and all girls' interscholastic athletic teams at the Bromfield School, to ensure that members of both sexes are provided with equivalent benefits, opportunities, and treatment with respect to the provision of locker rooms and practice and competitive facilities. The assessment will include, but not be limited to, the following factors:
 - 1) quality and availability of facilities provided for practice and competitive events;
 - 2) exclusivity of use of facilities provided for practice and competitive events;
 - 3) proximity of practice and competitive facilities that are located off campus;
 - 4) availability of locker rooms; 5) quality of locker rooms and practice and competitive facilities; 6) maintenance of locker rooms and practice and competitive facilities; and
 - 7) preparation of facilities for practice and competitive events. The assessment will include input from coaches, student-athletes of both sexes, and other knowledgeable individuals.

The assessment will specifically identify any inequities that exist with respect to the quality and availability of the boys' interscholastic athletic facilities as compared to the girls' interscholastic athletic facilities with respect to the above-identified factors.

2. **Reporting Provision**

By **October 31, 2023**, the District will submit the assessment in the form of a written report to OCR for OCR's review and approval.

OCR will review the report and notify the District if additional data is needed or updates are required. If OCR requires additional data or updates, the District will submit the additional required data or updates to OCR for review and approval within 40 calendar days of receiving notice of the need for additional data or updates required by OCR. OCR and the District will follow the same process until OCR approves the District's report.

B. Corrective Action Plan

1. The District will create a corrective action plan to address the inequities that were identified in its above-described report. The action plan will detail the specific steps the District will take to ensure that inequities identified in its report are addressed. The action plan will also include a detailed timeline for completion of the action plan.
2. Reporting Provision

Within **90 calendar days of receiving OCR’s approval of the District’s report**, the District will submit the action plan to OCR for OCR’s review and approval. OCR will review the action plan and notify the District if revisions are required. If OCR requires revisions to the action plan, the District will re-submit the action plan to OCR for review and approval within 40 calendar days of receiving notice of the revisions required by OCR. OCR and the District will follow the same process until OCR approves the action plan.

C. Implementation of Action Plan

1. The District will implement the action plan within the time frames specified in the action plan and will complete implementation no later than 18-months from OCR’s approval of the action plan.
2. Reporting Provision

Beginning **90 calendar days after receiving OCR’s approval of the action plan and on a twice-yearly basis thereafter at six-month intervals** until the District has implemented the action plan, the District will provide OCR with written reports detailing the status of its implementation of the action plan. The reports will specify the items in the action plan that have been completed, the progress made toward implementation of items that are planned or are underway, any obstacles or delays that have or may impact the full implementation of the action plan and any other information that is relevant to OCR’s determination with respect to whether the District is in compliance with the Agreement and, ultimately, with the requirements of Title IX at issue in this case.

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.

The District understands that OCR will not close the monitoring of the Agreement until such time that OCR determines that the District is in compliance with the terms of the Agreement and the statute(s) and regulation(s) at issue in the case.

The District understands and acknowledges that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial 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/ _____
Dr. Linda Dwight, Superintendent

Date: 5/23/2023 _____