

**Resolution Agreement**  
**Central Islip Union Free School District**  
**OCR Case No. 02-13-1179**

In order to resolve Case No. 02-13-1179, the Central Islip Union Free School District (District) assures the U.S. Department of Education, New York Office for Civil Rights (OCR), that it will take the following actions pursuant to the applicable requirements of Title IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. § 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106.

**Action Item 1: Title IX Coordinator**

By January 31, 2016, the District will revise all electronic versions of the student handbook, employee handbook, calendar, sexual discrimination/sexual harassment grievance procedures, and any other relevant publications disseminated to students, employees, and beneficiaries to notify all students, employees, and beneficiaries of the name and/or title, physical office address, electronic mail (email) address, and telephone number of the person(s) designated to coordinate its efforts to comply with Title IX; such notifications to be “hard copied” no later than September 15, 2016.

**Reporting Requirement:** By January 31, 2016, and September 15, 2016, respectively, the District will provide documentation to OCR demonstrating its compliance with Action Item 1, including copies of the printed versions of all publications disseminated to students, employees and beneficiaries containing the required notification; and, printouts or a link to all on-line publications containing the required notification. Inserts may be used pending reprinting of these publications.

**Action Item 2: Notice of Non-Discrimination**

By January 31, 2016, the District will revise all electronic versions of its notice of non-discrimination to include a statement that inquiries concerning the application of Title IX and its implementing regulation may be referred to the designated Title IX coordinator(s) or to OCR. (The revised notice may also include other bases such as race, color, national origin, disability and age). The District will include the notice of nondiscrimination in each announcement, bulletin, catalog, or application form which it makes available to students, parents, employees, and applicants for employment, and all unions or professional organizations holding collective bargaining or professional agreements with the District; such notices to be “hard copied” no later than September 15, 2016.

**Reporting Requirement:** By January 31, 2016 and September 15, 2016, respectively, the District will provide documentation to OCR demonstrating its compliance with Action Item 2 above, including copies of the printed versions of all publications disseminated to students, parents, employees, and applicants for employment; and, printouts or a link to all on-line publications containing the notice, including applications for employment. Inserts may be used pending reprinting of these publications.

### **Action Item 3: Grievance Procedures**

By March 31, 2016, the District will publish Board Regulation 0110-R or other Title IX grievance procedures that provide for the prompt and equitable resolution of complaints by students, employees, and beneficiaries alleging all forms of discrimination on the basis of sex, including but not limited to, sexual harassment/assault, and will ensure that the procedures contain, at a minimum, the following:

- Notice that the procedures apply to complaints alleging discrimination on the basis of sex (including sexual harassment and sexual assault, and may include other bases) by employees, other students, or third parties;
- an explanation to students and parents or guardians, as to how to file a complaint pursuant to the procedures;
- the name, title, office address, email address, and telephone number of the individual(s) with whom to file a complaint;
- definitions and examples of what types of actions may constitute sex discrimination (including sexual harassment and sexual assault, and may include other bases);
- designated and reasonably prompt timeframes for major stages of the grievance process;
- the right of parties to provide witnesses and other evidence;
- written notice to parties of the outcome;
- an assurance that the District will take steps to prevent discrimination and harassment, to prevent the recurrence of discrimination and harassment, and correct its discriminatory effects, if appropriate;
- examples of the range of possible discriminatory sanctions and types of remedies available to address the effects on victims and others; and,
- a statement that Title IX prohibits retaliation against any individual who files a complaint under Title IX or participates in a complaint investigation (and may include other bases).

### **Reporting Requirements:**

- (a) By January 31, 2016, the District will provide to OCR a draft of its revised grievance procedures for OCR's review and approval. OCR will complete its review by February 28, 2016.
- (b) Within thirty (30) days after the receipt of OCR's approval of the revised grievance procedures; the District will provide documentation to OCR to substantiate that it has adopted the OCR-approved revised procedures and updated its printed publications and on-line publications with the revised procedures (inserts may be used pending reprinting of these publications). This documentation will include, at a minimum, (i) printouts or a link to all on-line publications containing the revised grievance procedures; and, (ii) if not yet finalized, copies of inserts for printed publications. If inserts were used for any publications, then by June 30, 2016, the District will provide to OCR copies of the printed versions of all publications disseminated to students and employees

containing the revised grievance procedures. Dissemination may occur by the methods usually employed by the District for distributing District policies and procedures, including posting on the District’s website.

The District understands that OCR will not close the monitoring of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulations implementing Title IX, at 34 C.F.R. §§106.8 and 106.9, which were at issue in this case. The District also 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 this 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 of this agreement and is in compliance with the regulations implementing Title IX, at 34 C.F.R. §§106.8 and 106.9, which were at issue in this 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. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceeding 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.

1/6/16

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Date

/s/

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Authorized Representative  
Central Islip Union Free School District