



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS, REGION II

32 OLD SLIP, 26th FLOOR
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REGION II
NEW JERSEY
NEW YORK
PUERTO RICO
VIRGIN ISLANDS

RESOLUTION AGREEMENT

Dutchess Board of Cooperative Educational Services (BOCES)
OCR Docket No. 02-14-1287

In order to resolve Case No. 02-14-1287, the BOCES assures the U.S. Department of Education, New York Office for Civil Rights (OCR), that it will take the actions detailed below pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 (the ADA), 42 U.S.C. § 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35; Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106; Title VI of the Civil Rights Act of 1964 (Title VI), as amended, 42 U.S.C. § 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100; the Age Discrimination Act of 1975 (the Age Discrimination Act), 42 U.S.C. § 6101 *et seq.*, and its implementing regulation at 34 C.F.R. Part 110; and the Boy Scouts of America Equal Access Act (Boy Scouts Act), 20 U.S.C. § 7905, and its implementing regulation at 34 C.F.R. Part 108.

Action Item: Notice of Nondiscrimination

By July 21, 2014, the BOCES will revise its existing notice of nondiscrimination to state that the BOCES does not discriminate on the basis of race, color, national origin, disability, sex, or age, or under the Boy Scouts Act, in its programs and activities (the notice may include other bases); and, that this requirement not to discriminate extends to employment and admission as applicable. Additionally, the notice will state that inquiries concerning the application of regulations prohibiting discrimination may be referred to the person(s) designated to coordinate the BOCES's efforts to comply with all aspects of regulations prohibiting discrimination, or to the Office for Civil Rights. The BOCES will ensure that the notice of nondiscrimination is included in each announcement, bulletin, catalog, or application form which BOCES makes available to students, parents, employees, applicants for employment, unions, and professional organizations holding collective bargaining or professional agreements with the BOCES. The BOCES will also ensure that it notifies students, parents and employees of the name and/or title, office address, electronic mail (email) address, and telephone number of the person(s) designated to coordinate the District's efforts to comply with all aspects of regulations prohibiting discrimination.

Reporting Requirements:

- a) By July 21, 2014, the BOCES will provide a copy of its proposed notice of non-discrimination to OCR for review and approval.
- b) By August 25, 2014, the BOCES will provide documentation to OCR demonstrating that the approved notice has been provided consistent with the Action Item above; such as a copy of revised materials and publications containing the notice of nondiscrimination, and/or a link to the on-line version of the materials and publications. Inserts may be used pending reprinting of the materials and publications.

The BOCES 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 Section 504, at 34 C.F.R. § 104.8; Title II of the ADA, at 28 C.F.R. § 35.106; Title IX, at 34 C.F.R. § 106.9; Title VI, at 34 C.F.R. § 100.6(d); the Age Act, at 34 C.F.R. § 110.25 (b); and the Boy Scouts Act, at 34 C.F.R. § 108.9, which were at issue in this case. The BOCES 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 BOCES understands that during the monitoring of this agreement, if necessary, OCR may visit the BOCES, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the BOCES has fulfilled the terms of this agreement and is in compliance with the regulations implementing Section 504, at 34 C.F.R. § 104.8; Title II of the ADA, at 28 C.F.R. § 35.106; Title IX, at 34 C.F.R. § 106.9; Title VI, at 34 C.F.R. § 100.6(d); the Age Act, at 34 C.F.R. § 110.25 (b); and the Boy Scouts Act, at 34 C.F.R. § 108.9, which were at issue in this case. The BOCES 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 BOCES written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

07/08/2014
Date

/s/
John C. Pennoyer, Superintendent
Dutchess BOCES