

## **VOLUNTARY RESOLUTION AGREEMENT**

### ***OCR Complaint #03161073 Prince Georges County Public Schools (the District)***

The District has agreed to resolve the allegations of sexual discrimination and harassment raised in complaint #03161073 filed with the U.S. Department of Education, Office for Civil Rights (OCR). The District agrees to implement the following steps and to report the results of implementation to OCR. The Agreement does not constitute an admission of liability on the part of the District, nor does it constitute a determination by OCR of any violation of our regulations by the District.

#### **Action Items**

##### **Training regarding Discrimination and Harassment under Title IX**

1. By October 30, 2016, the District will provide an orientation program for all students, administrators, staff, employees, agents, security officers, counselors, and coaching staff at Oxen Hill High School (the High School), which will address harassment, including sexual harassment, in order to promote respect and tolerance for others and to avert the establishment of a hostile environment. The District will remind students of its commitment to having a school environment free from all harassment and explain to students what they should do if they believe they or other students are being harassed. The program will include a review of the District's harassment policies and procedures, including an explanation of what sexual harassment is, as well as disciplinary sanctions related to findings of violations of its harassment policies and the policy prohibiting retaliation. The District will also provide students with the name and contact information of an employee, such as a counselor, that the students may contact if they wish to confidentially discuss any concerns they have and remind students of the availability of counseling services. The District will distribute written materials during the program that contain the information discussed.

#### **XXXXXX**

2. xx – paragraph redacted – xx
3. xx – paragraph redacted – xx
4. xx – paragraph redacted – xx

#### **Data Maintenance**

5. On an annual basis, the District will collect and report all incidents alleging sexual harassment investigated at the School during the preceding school year, including for each incident the following information:
  - a. Name of person making report;

- b. Identification of the alleged victim and the alleged perpetrator;
- c. any interim steps taken to assist and/or protect the alleged victim;
- d. notes from witness interviews;
- e. documentation of investigative steps;
- f. a statement as to whether the District concluded that sexual harassment occurred or did not occur; and
- g. a description of the steps taken by the District to remedy any harassment that occurred, and prevent its recurrence, including disciplinary actions against person responsible..

**Reporting Requirements:**

1. Copies of the statement issued pursuant to Action Step 1, including, by date, a description of the source or location of the statement's publication.
2. Copies of all training materials developed and used in the training sessions required pursuant to Action Item 2, including the dates of all training sessions and a list or description of the persons who attended each training session.
3. By December 15, 2016, the District will provide OCR with the following:
  - a. a report detailing its findings pursuant to the re-opened investigations of incidents of sexual harassment in accordance with Action Step 3 of the Agreement, as well as an explanation of the investigatory process that was used for each incident; and
  - b. if applicable, a copy of the letter to the Complainant, offering counseling and/or academic services, and if applicable, a copy of the acceptance pursuant to Action Step 4 of the Agreement.
  - c. A copy of the notice to the Student issued pursuant to Action Step 5.
4. By August 15 , 2017, and August 15, 2018 the District will provide to OCR:
  - a. The data and report referenced in Action Step 5 of the Agreement for the most recently completed school year.

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 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 regulation implementing Title IX, at 34 C.F.R. § 106.31, which was at issue in this case.

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 regulation implementing Title IX, at 34 C.F.R. § 106.31, which was 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 and 100.10) or judicial proceeding to enforce this Agreement, OCR shall give the District written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

/s/

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Superintendent or Designee

Date