

**Resolution Agreement
Springfield Township School District
OCR Docket Number 03-16-1114**

In order to resolve the allegation in the above-referenced complaint filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 et seq., and its implementing regulation, 34 C.F.R. Part 106, the Springfield Township School District (the District) commits to implement the provisions set forth in this Resolution Agreement (Agreement).

Commitments and Reporting Requirements

Notice of Non-Discrimination

1. The District will revise its notice of nondiscrimination pursuant to 34 C.F.R. § 106.9, which will notify students, parents/guardians, employees and other relevant persons that it does not discriminate on the basis of sex in the education programs or activities that it operates and that it is required by Title IX not to discriminate in such a manner. The notice will state that inquiries concerning the application of Title IX should be referred to the Title IX Coordinator, and it shall include the name or title, office address, email address, and telephone number for the District's Title IX Coordinator. The District will publish this notice consistent with the requirements of Title IX at 34 C.F.R. § 106.9.

Reporting Requirement: By March 1, 2017, the District will submit to OCR a copy of its revised notice of nondiscrimination outlined in Commitment #1 above, for OCR's review and approval.

2. Within 45 calendar days of written notification from OCR that the revised notice of nondiscrimination developed is consistent with Title IX requirements, the District will adopt and implement the notice of nondiscrimination and will provide all students, parents/guardians and employees with electronic notice regarding the new notice of nondiscrimination. The District, at a minimum, will make this notification through the District's website and electronic mail messages to employees and students. as well as by any other additional means of notification the District deems effective to ensure that the information is widely disseminated. The OCR recognizes that student handbook, which are printed during the summer shall be updated in the summer of 2017 to reflect the changes herein.

Reporting Requirement: By June 30, 2017, the District will provide OCR with documentation that it has implemented Commitment #2 above, including copies of the electronic notices issued to students and employees regarding the new notice of nondiscrimination and a description of how the notice was distributed;; and a link to its webpage where the revised notice of nondiscrimination is located. The District shall share a copy of its updated handbook no later than August 30, 2017

Title IX Grievance Procedures

3. The District will revise its *Nondiscrimination Board Policy 103* to provide for the prompt and equitable resolution of complaints alleging sex discrimination. The revised Policy will include the following:
 - a. notice that the procedures apply to complaints alleging all forms of discrimination on the basis of sex filed against employees, students, or third parties.
 - b. application of the grievance procedures to complaints filed by students or on their behalf alleging sex discrimination carried out by employees, other students, or third parties;
 - c. provisions providing for the adequate, reliable, and impartial investigation of all complaints, including the opportunity for the parties to present witnesses and other evidence and equal access to information being considered in the grievance process;
 - d. designated and reasonably prompt timeframes for the major stages of the investigation;
 - e. written notice to the complainant and alleged perpetrator of the outcome of the complaint; and
 - f. assurance that the school will take steps to prevent recurrence of any sex discrimination and remedy discriminatory effects on the complainant and others, if appropriate.

Reporting Requirement: February 1, 2017, the District will submit to OCR a copy of its revised Title IX grievance procedures for OCR’s review and approval.

4. Within 45 calendar days of written notification from OCR that the revised Policy are consistent with Title IX requirements, the District will adopt and implement the procedures and will provide all students, parents/guardians and employees with written notice regarding the new grievance procedures for resolving Title IX complaints together with information on how to obtain a copy of the grievance procedures. The District, at a minimum, will make this notification through the District’s website, electronic mail messages to employees and students, and any regularly issued newsletters (in print or online), as well as by any other additional means of notification the District deems effective to ensure that the information is widely disseminated.

Reporting Requirement: By June 30, 2017, the District will provide OCR with documentation that it has implemented Action Step #2 above, including copies of the electronic notices issued to students and employees regarding the new Title IX procedures

and a description of how the notices were distributed. and a link to its webpage where the revised Title IX procedures are located. A copy of the updated handbook shall be provided to the OCR no later than August 30, 2017.

Investigation

XXX – paragraphs redacted – XXX

The District understands that OCR will not close the monitoring until it determines that 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 complaint.

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, 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 complied with the terms of this Agreement and the regulations implementing Title IX at 34 C.F.R. §§ 106.8 and 106.9 which were at issue in this complaint.

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 proceedings 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/
 Superintendent or designee
 Springfield Township School District

 11/2/16
 Date