

**Voluntary Resolution Agreement
Russell County Public Schools
OCR Complaint #03161851**

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, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex, Russell County Public Schools (the District) voluntarily enters into this Voluntary Resolution Agreement and makes the following commitments to OCR.

This Agreement does not constitute an admission of liability by the District, nor does it constitute a determination by OCR of any violation of Title IX or its implementing regulations by the District.

Action Steps:

1. The District commits to providing equal athletic opportunities for members of both sexes in the provision of publicity at the Russell County High School (School).
2. By May 5, 2017, the District will complete an assessment of publicity services to ensure that female and male student athletes at the School are provided with equivalent benefits and services in this area. The assessment will include, at a minimum:
 - i. A review of all publications and promotional materials of the athletic department available to the general public and/or distributed to students, staff, and alumni, including team tryout information, press releases, press guides, recruitment brochures, schedule cards, samples of game programs, and similar publications and/or promotional materials for each boys' and girls' team.
 - ii. A review of the types of publicity or promotional services the institution makes available to the girls' and boys' athletic programs.
 - iii. The experience and qualifications of sports information personnel and the teams to which each person is assigned.
 - iv. The dates that media guides are made available and distributed to the public for each team.
3. By May 5, 2017, if the District determines that the publicity currently provided to the girls' and boys' athletics programs is not comparable, the District will develop and implement a plan to ensure that female and male student athletes are provided with equivalent benefits and services in this area. If the District determines that access to publicity is comparable, the District will provide to OCR a report outlining that determination and the information, including appropriate documentation, upon which it is based.

Reporting Requirements:

1. The District agrees that, by June 1, 2017, it will provide OCR with a report on the assessment related to the provision of athletic benefits and services for male and female student athletes in the area of publicity, as required in subsection above. The report will include: a description of the process followed in the publicity area of assessment; a list of the individuals involved in the assessment process; a description of non-documentary information considered; a copy of any documents relied upon in the process; the results of the assessment; and a description of any plans to ensure that the District provides equal athletic opportunity in the area of publicity, including timeframes for any necessary changes resulting from the assessment.
2. Based upon OCR’s feedback, the District will implement the plans developed as a result of its assessment. The District will provide OCR with reports by August 1, 2017 and 2018 on its progress in implementing the changes.

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview employees 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. §106.41(c)(10), which was at issue in this complaint.

The District understands that OCR will not close the monitoring of this Agreement until OCR 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. §106.41(c)(10), which was 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 sixty (60) calendar days to cure the alleged breach.

/s/

2/28/17

Superintendent or Designee
Russell County Public Schools

Date