

**Resolution Agreement
OCR Complaint # 03171230
Dorchester County Public Schools**

The U.S. Department of Education, Office for Civil Rights (OCR) and the Dorchester County Public Schools (the District) enter into this Agreement (Agreement) to resolve the allegations in the above-referenced complaint. This Agreement does not constitute an admission of liability by the District. In order to resolve the allegation in the above-referenced complaint filed with OCR, pursuant to Title VI of the Civil Rights Act of 1964, 34 C.F.R. Part 100, the District commits to implementing the provisions set forth in this Agreement in order to resolve this complaint:

1. The District acknowledges that, pursuant to the regulation implementing Title VI at 34 C.F.R. § 100.7(e), it may not intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by the laws OCR enforces, or because he or she has made a complaint, testified, assisted, or participated in any manner in an investigation or other matter in connection with a complaint. The District recognizes that retaliation (any adverse action, including, but not limited to, coercion, threats or intimidation) against an individual who has engaged in a protected activity or participated in the resolution process of complaints alleging discrimination in violation of statutes and regulations enforced by OCR, is prohibited under these regulations.
2. By July 15, 2018, the District will distribute a memorandum (this memorandum can be sent electronically) to all District staff reminding them of the above obligations under Title VI, and quoting the language as set forth above. In addition the memorandum will also state that since retaliatory conduct is prohibited by law, effective action, including disciplinary action where appropriate, will be taken against staff found to engage in such conduct.

Reporting Requirement:

By August 1, 2018, the District will provide OCR with documentation demonstrating that it distributed the memorandum referenced in Action Step #2 above, including the list of personnel, with name and title, who received the memorandum as well as the District's method of distribution, for OCR's review and approval.

3. Within five (5) days of the execution of this Agreement, the District will, by letter, rescind the ban barring the Complainant from the District's property and facilities. This letter shall be mailed to the Complainant via certified, return receipt, mail as well as sent electronically.

Reporting Requirement:

By July 15, 2018, the District will provide OCR with documentation demonstrating that it provided written notice to the Complainant in accordance with Action Step #3, for OCR review and approval.

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 fulfilled the terms of this Agreement

and is in compliance with the regulation implementing Title VI at 34 C.F.R. § 100.7(e), 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 District has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title VI at 34 C.F.R. § 100.7(e), 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 sixty (60) calendar days to cure the alleged breach.

/s/

6/27/18

District Superintendent or designee

Date