

**Resolution Agreement
Jefferson County Schools
OCR Docket Number 03-19-1290**

The U.S. Department of Education (Department), Office for Civil Rights (OCR) and the Jefferson County Schools (District) enter into this Resolution Agreement to resolve the above-referenced complaint. The District assures OCR that it will take the following actions to comply with the requirements of Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, and its implementing regulation, 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex and retaliation by recipients of Federal financial assistance from the Department.

Action Steps and Reporting Requirements

Training for Title IX Coordinator and District Personnel

1. Within ninety (90) days of signing this Agreement, the District will provide Title IX training to its Title IX Coordinator and any other District employees who have a role in investigating and resolving reports under Title IX, on their obligations under Title IX concerning sexual harassment, including sexual assault.

Reporting Requirement:

Within thirty (30) days of the completion of the training sessions required by Action Step #1, the District will provide documentation to OCR that the training sessions took place, including copies of sign-in sheets, agendas, and identification of any presenters or trainers. The District will also provide verification that any materials used during these training sessions were disseminated to any individuals who were unable to attend the training session(s), including the names and titles of the individuals who received the information.

Recordkeeping

2. Within ninety (90) days of signing this Agreement, the District will develop a centralized record-keeping process for documenting and tracking complaints of sexual harassment, including sexual assault, consistent with the Title IX regulation at § 106.45(b)(10). Specifically, the record-keeping system will require the District to maintain information that includes: investigation and responsibility determination documents; appeal documents; informal resolution documents; all Title IX training materials for every school official involved in the investigation and disposition of the complaint; and documents regarding supportive measures provided, if any.

Reporting Requirement: Within thirty (30) days of completion, the District will provide OCR with a description of its record-keeping process developed under Action Step #2.

XX – Paragraphs Redacted – XX

The District understands that by signing the resolution agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the resolution agreement. Further, the District understands that during the monitoring of the resolution 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 and obligations of the resolution agreement. Upon the District's satisfaction of the commitments made under the Agreement, OCR will close the case.

The District understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the resolution agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Agreement will become effective immediately upon the signature of the District's Superintendent or designated representative, below.

/s/

Superintendent or designee
Jefferson County Schools

8/24/21

Date