

Voluntary Resolution Agreement
OCR Complaint #03201273
Daniel Boone Area School District

The United States Department of Education (Department), Office for Civil Rights (OCR) and the Daniel Boone Area School District (the District) enter into this 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 VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d et seq., and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the bases of race, color and national origin by recipients of Federal financial assistance from the Department and specifically, 34 C.F.R. § 100.3(a) and 34 C.F.R. § 100.3(b) which are at issue in this complaint.

Prior to the completion of OCR's investigation, the District agreed to resolve this complaint pursuant to Section 302 of OCR's Case Processing Manual. Accordingly, to resolve the allegation in this complaint, the District agrees to take the actions specified in this Agreement.

In entering into this Agreement, OCR acknowledges that it has not made a finding that the District failed to adhere to, abide by, or in any other way violated the statutes and/or regulations that OCR enforces. The Agreement does not constitute an admission of liability, non-compliance or wrongdoing by the District.

Action Steps

The District agrees to implement the following steps and to report the results of implementation to OCR:

Anti-Discrimination Statement

1. The District will issue a statement to all students and staff at its High School, that will also be posted in prominent locations at the High School, and published on the District's website, stating that the District does not tolerate acts of discrimination and harassment, including discrimination or harassment based on race, color and/or national origin. It will provide notice of District Policy 103, Nondiscrimination in School and Classroom Practices (Policy 103). The statement will encourage any student who believes he or she has been subjected to discrimination or harassment to report to the District the discrimination or harassment and note the District's commitment to conducting a prompt investigation. The statement will include the appropriate contact information for the designated staff members to whom students may report allegations of harassment and/or discrimination, as well as the name of an alternate staff member if the complaint is to be filed against the contact person; it will also state that inquiries may be referred to OCR. The statement will warn that students or staff found to have engaged in acts of discrimination or harassment will be promptly disciplined. The statement will encourage students and staff to work together to prevent acts of harassment of any kind.

REPORTING REQUIREMENT: By August 1, 2021, the District will provide to OCR a copy of the statement required by Action Step 1, a copy of the notification (i.e., email), the URL for the location on the District's website where the statement is published, and a description of all publications in which the statement is placed.

Training

2. The District will provide training, which may be delivered virtually, to all staff at its High School who are likely to receive reports of race, color or national origin assault and harassment, as well as those responsible for processing, investigating and/or resolving Policy 103 complaints or other reports of race, color or national origin discrimination. The training will review the District policies and procedures on how to report complaints, conduct and document race, color or national origin discrimination or harassment investigations in an adequate, reliable, and impartial manner, including the appropriate legal standards to apply in such investigations, as well as outline the appropriate disciplinary measures under the District's rubric. Prior to and within at least thirty (30) days of the training occurring, the District may submit the trainer's qualifications and training materials to OCR for its review and approval.

REPORTING REQUIREMENT: By October 1, 2021, the District will provide to OCR a report describing the training, including the date, trainer and trainer's qualifications, sign in sheets reflecting the employee names and titles who attended the training, and copies of the materials used in the training.

XX – Paragraphs Redacted – XX

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 and obligations of this Agreement. Upon the District's satisfaction of the commitments made under this Agreement, OCR will close 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 and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR shall give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

/s/

5-26-21

Superintendent or Designee

Date