

**Resolution Agreement
Broward County School District
OCR Complaint #04-13-1694**

The Broward County School District (District) submits to the U.S. Department of Education, Office for Civil Rights (OCR), this Resolution Agreement (Agreement) to resolve the above referenced complaint and to ensure compliance with Title IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. §§ 1681 *et seq.*, and its implementing regulation, 34 C.F.R. § 106. Accordingly, the District agrees to take the following actions:

1. BACK PAY AND REINSTATEMENT:

- A. By November 30, 2014, the District will pay the Injured Party the supplemental amount she would have received as girls head coach for track and cross country for the 2013-2014 school year.
- B. By November 30, 2014, the District will offer to reinstate the Injured Party as the girls head coach for track and cross country position for the 2014-2015 school year.

Reporting Requirements:

- A. By December 31, 2014, the District will submit documentation to OCR showing that it paid the Injured Party the supplemental amount she would have received as girls head coach for track and cross country for the 2013-2014 school year.
- B. By December 31, 2014, the District will report to OCR that the coaching position was offered to the Injured Party and her response. If accepted, the position, school and effective date will be also be provided.

2. TRAINING:

By November 30, 2014, the District will initiate annual mandatory in-service training of all staff in the District on the prohibition of retaliation under Title IX.

Reporting Requirements:

By December 31, 2014, the District will provide OCR with a report confirming the completion of the training(s) required under Voluntary Action #2 above. The report will include: (i) the date of each training session; (ii) the staff who participated in each training session; (iii) the title and experience of the trainer; and, (iv) copies of the agenda and training materials disseminated at the training session.

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. 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 of this Agreement and is in compliance with the Title IX regulation set forth below.

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 Title IX implementing regulation at 34 C.F.R. § 106.71.

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.

This Agreement will become effective immediately upon the signature of the Superintendent or his/her designee below.

/s/11/21/14

Superintendent or Designee

Date