

**City of Oak Ridge School District  
Oak Ridge, Tennessee  
Resolution Agreement  
Complaint # 04-14-1423**

The U.S. Department of Education, Office for Civil Rights (OCR), has completed its investigation of the City of Oak Ridge School District (District), pursuant to Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability by recipients of Federal financial assistance from the Department; and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. § 12131, and its implementing regulation at 28 C.F.R. Part, which prohibit discrimination on the basis of disability by public entities.

Pursuant to Section 303(b) of OCR's Case Processing Manual, to ensure compliance with Section 504 and Title II and their implementing regulations and to resolve the issues of this investigation, the District agrees to implement the following corrective actions. This Resolution Agreement (Agreement) reflects voluntary actions to be taken by the District to ensure compliance with Section 504 and Title II. All modifications necessary to provide such access will be made consistent with the applicable standards in the 2010 ADA Standards for Accessible Design (2010 ADA Standards) or any accessibility standard that provides equivalent or greater access to individuals with disabilities.

**I. Accessible Parking.**

- A. Within ninety (90) days of signing this Agreement, in consultation with persons knowledgeable about the accessibility requirements of the 2010 ADA Standards<sup>1</sup>, the District will submit a Parking Plan for each of the following District School Buildings – 1. Preschool/Administration; 2. Linden Elementary; 3. Willow Brook; 4. Woodland Elementary; Jefferson Middle; and Oak Ridge High. The Parking Plan will describe a timetable for completing all necessary modifications to the designated accessible parking, including accessible routes. The District will begin to implement the Parking Plan no later than sixty (60) days following OCR's approval. The Parking Plan will ensure that the District completes all modifications no later than July 1, 2019.

The Parking Plan shall include the following, in compliance with §502 of the 2010 ADA Standards:

- Identification: Each designated accessible parking space, including van accessible space, shall have identification signs that include the International Symbol of Accessibility complying with 703.7.2.1. Signs identifying van parking spaces shall contain designation "van accessible." See 2010 ADA Standards § 502.6;
- Vehicle Spaces: Designated accessible car parking spaces shall be 96 inches wide minimum and van parking spaces shall be 132 inches wide minimum, shall be

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<sup>1</sup> Located at: <http://www.ada.gov/regs2010/2010ADAStandards/2010ADAStandards.htm#cl>

marked to define the width, and shall have an adjacent access aisle comply with 502.3. *See* 2010 ADA Standards § 502.3; Figure. 502.2.

- Access Aisles: Access aisles shall be marked so as to discourage parking in them. *See* 2010 ADA Standards § 502.3;
- Accessible Routes: Each parking lot shall have designated accessible routes that provide access from the accessible parking spaces to the closest accessible entrance. *See* 2010 ADA Standards § 402; and,
- Floor or Ground Surface: Parking spaces and access aisles serving them shall comply with 302. Access aisles shall be at the same level as the parking spaces they serve. Changes in level are not permitted. *See* 2010 ADA Standards § 502.4

**REPORTING REQUIREMENT:** (1) On or before May 1, 2019, the District will provide OCR with progress reports that reflect the implementation of the OCR-approved Parking Plan. The District's Parking progress report will include blueprints, photographs and work orders that reflect the District's progress in implementing the OCR-approved Parking Plan; and, (2) On or before July 1, 2019, the District will provide OCR with pictures, including measurements and diagrams, for each of the District parking lots modified pursuant to the OCR-approved Parking Plan. The District's documentation will reflect that the District has modified each parking lot, including designated accessible routes, to comply with the applicable requirements of the 2010 ADA Standards.

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 of this Agreement and is in compliance with the Section 504 implementing regulation at 34 C.F.R. §§ 104.21-104.23, and the Title II implementing regulation at 28 C.F.R. §§ 35.149-35.151.

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 Section 504 implementing regulation at 34 C.F.R. §§ 104.21-104.23, and the Title II implementing regulation at 28 C.F.R. §§ 35.149-35.151, which were 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, 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.

This Agreement will become effective immediately upon the signature of the District Superintendent or District designee below.

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District Superintendent  
or Designee

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Date