

**Hillsborough County School
District Resolution Agreement
OCR No. 04-17-1306**

The U.S. Department of Education, Office for Civil Rights (OCR) and Hillsborough County School District enter into this agreement (Agreement) to resolve the allegation in the above-referenced complaint. This agreement does not constitute an admission of liability or wrongdoing by the District. 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, and its implementing regulation, 34 C.F.R. Part 100 which prohibit discrimination on the basis of race, color, or national origin by recipients of Federal Financial Assistance (FFA) from the Department.

Prior to the completion of OCR's investigation, the District agreed to resolve the issues of this investigation pursuant to Section 302 of OCR's Case Processing Manual. Accordingly, to resolve the issues of this investigation, the District agrees to take the following actions.

1. Climate Survey

By October 31, 2018, the District will prepare and conduct a climate survey which it will administer to the students enrolled in the social studies and science classes (as well as any other class) taught by the Substitute Teacher during the 2016-2017 school year, to measure their perceptions in connection with racial harassment.

Reporting Requirement:

By November 30, 2018, the District will provide OCR with documentation demonstrating implementation of the survey, including a description of how the survey was completed, copies of any Student responses to surveys, summaries of other information obtained, and proposed actions, if appropriate, that the District plans to take in response to the information gathered during the survey, including the provision of other services to the students, if needed.

2. Training

- a. **By October 15, 2018**, District will provide training to all School staff, including temporary staff/substitutes who have contact with students, at the School regarding the following: (a) requirements of Title VI, including that discrimination and/or harassment based on race, color or national origin is prohibited and will not be tolerated; (b) the range of behaviors that constitute discrimination and/or harassment based on race; (c) the disciplinary sanctions applicable to anyone who engages in discrimination and/or harassment based on race; (d) the responsibility of staff to report incidents of possible discrimination and/or harassment and the procedures for doing so; and (e) where, how and to whom allegations of discrimination and/or harassment are to be reported.
- b. **By October 15, 2018**, the District will provide age-appropriate educational training to School students designed to increase awareness of race, color, and national origin harassment and the District's policies, procedures and/or administrative rules. The program will inform students of the consequences of race, color, and national origin harassment, explain what they should do if they believe they or another student is being harassed based on race, color, or national origin, and encourage them to report bullying or harassment. The educational training materials will use age-appropriate terminology and the instruction will promote

sensitivity to and tolerance of the diversity of the student body, and will specifically address harassment related to race, color, or national origin.

The District will inform students in writing where, how and to whom students may report possible discrimination and/or harassment, including providing students with contact information for the appropriate School personnel who Students may contact to (a) report harassment on the basis of race, color or national origin, (b) that a student has been subjected to harassment on the basis of race, color or national origin by a peer, teacher, or staff member, and (c) request counseling based on being subjected to harassment.

Reporting Requirement:

By October 30, 2018, the District will provide documentation to OCR demonstrating that training was provided consistent with Items 2 (a) and (b) above, including: (a) the name(s) and credentials of the individual(s) who conducted the training; (b) a list of the individuals who attended the training and their positions and the grade level of the students who received the training; (c) the date(s) the training was conducted; and (d) copies of any training materials disseminated.

The District understands that by signing this Agreement, it agrees to provide the foregoing 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 Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d, and its implementing regulation, 34 C.F.R. Part 100. Upon completion of the obligations under this Agreement, OCR shall close and dismiss 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.

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

Superintendent or Designee

Date

Printed Name and Title