

**Resolution Agreement
Orange County Public Schools (FL)
OCR Complaint # 04-18-1537**

The U.S. Department of Education (Department), Office for Civil Rights (OCR) and Orange County Public Schools (District), enter into this agreement to resolve the allegations in the above-referenced complaint. This agreement does not constitute an admission of liability, non-compliance, 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, 42 U.S.C. § 2000d, and its implementing regulation, 34 C.F.R. Part 100. Title VI prohibits discrimination on the basis of race, color or national origin by recipients of Federal financial assistance.

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. By **September 30, 2018**, the District will provide training for the employee on the Title VI prohibitions against discrimination and harassment based on race, national origin or color.

REPORTING REQUIREMENT: By **October 15 2018**, the District will provide documentation to OCR demonstrating that the District initiated the annual training described above. The documentation shall include: (a) the date of the training session; (b) a list of names and titles of the attendees who participated in the training session; (c) a description of the presenter's background and qualifications with respect to knowledge of Title VI; and (d) a copy of the training materials disseminated.

2. By **September 30, 2018**, the District will review the employee's conduct towards the Student to determine whether the employee engaged in any conduct in violation of Title VI which warrants discipline.

REPORTING REQUIREMENT: By **October 15, 2018**, the District will provide OCR with applicable documentation demonstrating that the (a) review was conducted; (b) name and title of the person who conducted the review; and (c) outcome of the review.

3. By **September 15, 2018**, the District will provide the Complainant, in writing, with a point-of-contact to directly report any future concerns regarding the employee's conduct. At a minimum, the District shall provide the Complainant with the person's name, title, and office telephone number.

REPORTING REQUIREMENT: By **September 30, 2018**, the District will provide OCR with a copy of the correspondence sent to the Complainant in accordance with Item 3.

4. By **October 1, 2018**, the District will create a reporting system for xxxxxxxx to document and report disciplinary matters that occur xxxxxxxx to School administrators for review.

REPORTING REQUIREMENT: By **October 15, 2018**, the District will provide OCR with a copy of the reporting form created in response to Item#4. By **January 30, 2019**, the District will provide OCR a copy of all completed and submitted forms for the Bus Driver at issue in this investigation.

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 Title VI implementing regulation at 34 C.F.R. §§ 100.3(1)(a) and (b) and 100.7(e). 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.

Superintendent or Designee

Date