

**RESOLUTION AGREEMENT**  
**Fulton County Schools, Georgia**  
**OCR Docket Number 04-21-1330**

The U.S. Department of Education, Office for Civil Rights (OCR) and Fulton County Schools enter into this Resolution Agreement to resolve the allegation in the above-referenced complaint. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the school system. The Fulton County Schools 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 *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 in any program or activity receiving Federal financial assistance from the Department of Education.

Prior to the completion of OCR's investigation, the school system voluntarily agreed to resolve the issues of this investigation pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, to resolve the issues which OCR opened for investigation in OCR Complaint Number 04-21-1330, the school system voluntarily agrees to take the following actions:

**ACTION ITEM 1:**

**Within seventy-five (75) days of the execution of this Agreement**, the school system will develop a written plan to provide language assistance to limited English proficient parents, guardians, and the general public that ensures they have meaningful access to meetings (virtual and in-person) organized or hosted by the school system's central office, and written materials. The written plan shall include a process by which central office staff (i) will obtain qualified translators and interpreters as needed for all meetings (virtual and in-person) organized or hosted by the school system's central office, regardless of how far in advance the meeting is scheduled; and (ii) notify limited English proficient parents and guardians, in a language that the parents and guardians will understand, of the availability of language assistance services at meetings organized or hosted by the school system's central office and the process for requesting these services.

**Reporting Requirement:**

**Within one hundred five (105) days of the execution of this Agreement**, the school system will submit to OCR for review and approval a copy of the language assistance plan it has developed under the requirements of the Agreement's Action Item 1.

**ACTION ITEM 2:**

**Within sixty (60) days of receipt of notice of OCR's approval of the language assistance plan**, the school system will adopt and implement the language assistance plan, by: providing notification of the plan to the Superintendent and central office staff; providing notification to limited English proficient parents, guardians, and the general public of the availability of the language assistance services and the process for requesting these services for meetings (virtual and in-person) organized or hosted by the school system's central office and, if applicable, application of the plan to meetings (virtual and in-person) organized or hosted by the school system's central

office; posting the plan on the school system's public facing website; and tracking all language assistance requests, and the central office's response to each request, received during the six (6) months following OCR's approval of the language assistance plan.

**Reporting Requirement:**

**Within ninety (90) days of receipt of notice of OCR's approval of the language assistance plan,** the school system will submit to OCR documentation demonstrating adoption and implementation of the language assistance plan, including a copy of the plan, notification of the plan to the Superintendent and central office staff, and notification to limited English proficient parents, guardians, and the general public of the availability of the language assistance services and the process for requesting these services for meetings (virtual and in-person) organized or hosted by the school system's central office, and, if applicable, application of the plan to meetings (virtual and in-person) organized or hosted by the school system's central office.

**Within six (6) months of receipt of notice of OCR's approval of the language assistance plan** the school system will submit to OCR documentation of all language assistance requests and the central office's response to each request received during the six (6) months following OCR's approval of the language assistance plan.

**ACTION ITEM 3:**

**Within sixty (60) days of receipt of notice of OCR's approval of the language assistance plan,** the school system will provide training to central office staff on the plan, and the school system's obligation under Title VI to ensure meaningful communication with limited English proficient parents, guardians, and the general public in a language they can understand and to adequately notify limited English proficient parents, guardians, and the general public of information about any program, service, or activity that is called to the attention of non-limited English proficient parents.

**Reporting Requirement:**

**Within ninety (90) days of receipt of notice of OCR's approval of the language assistance plan,** the school system will submit to OCR documentation demonstrating that it provided the required training on the new plan. The documentation shall include the background and qualifications of the presenters/trainers; a copy of the transcript(s)/materials used for the training; dated sign-in sheets that included the participants' names and titles that completed the training; and the school system's plans to provide the training to central office staff who were unable to attend the training.

The school system understands that by signing the Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. Further, the school system understands that during the monitoring of the Agreement, if necessary, OCR may visit the school system, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the school system has fulfilled the terms

and obligations of the Agreement. Upon the school system's satisfaction of the commitments made under the Agreement, OCR will close the case.

The school system 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 school system written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Agreement will become effective immediately upon signature of the school system's Superintendent or designee below.

/s/

December 2, 2021

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**Superintendent or Designee**  
**Fulton County Schools**

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**Date**