

Resolution Agreement #05-14-1060 Griffith Public Schools

Griffith Public Schools (Corporation) submits this Agreement to the U.S. Department of Education (Department), Office for Civil Rights (OCR). This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the Corporation. The Corporation assures OCR that it will take the following actions to comply with Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of Federal financial assistance.

1. By November 30, 2017, the Corporation will designate an employee to serve as the Corporation's Discipline Supervisor, and will publish this individual's name and/or title, office address, e-mail address and telephone number on its website, in all school publications regarding discipline, and in any notices that the Corporation sends to parents annually. The Discipline Supervisor shall be responsible for ensuring that the implementation of the Corporation's policies concerning discipline is equitable.

REPORTING REQUIREMENTS: By December 15, 2017, the Corporation will provide OCR the name and qualifications of the individual appointed as the Discipline Supervisor and documentation it has published this individual's name and/or title, office address, e-mail address and telephone number as specified in this item.

2. By January 31, 2018, the Corporation will revise its policies and procedures for discipline to ensure that they include the following:
 - a. Standards for disciplinary referrals that eliminate redundancies and include clear definitions, categories and clear procedures for staff to follow when making referrals;
 - b. Definitions of misconduct that are clear and objective to the maximum extent possible and that clearly distinguish between similar acts, e.g., fighting and intentionally causing physical injury; such definitions must include clearly defined, uniform criteria for all offense categories;
 - c. The range of penalties that may be imposed for each infraction and penalties that are proportionate to the type of misconduct;
 - d. The criteria for selection within the range of possible penalties when imposing disciplinary sanctions; and
 - e. Appropriate due process standards for all students disciplined under the Corporation's student discipline policies, practices and procedures.

REPORTING REQUIREMENTS: By February 15, 2018, the Corporation will submit its revisions, if any, to the student discipline policies, practices and procedures to OCR. By March 15, 2018, the Corporation will provide documentation to OCR that it is implementing the revised policies and has disseminated the revised student discipline policies, practices and procedures to all Corporation students, parents and staff and posted them in a prominent location on the Corporation's website and in each Corporation school.

3. By December 1, 2017, the Corporation will review the discipline of the student who was the subject of this complaint (Student A) to determine whether he was subjected to discrimination based on race when he was XXXXX in XXXXX for XXXXX. In conducting this review, the Corporation will review the lesser disciplinary sanctions given to XXXXX students at XXXXX who in the XXXXX school year engaged in behavior that was categorized in Corporation disciplinary records as XXXXX. If the Corporation determines that Student A's conduct was similar to XXXXX students who received less severe discipline, the Corporation will expunge Student A's disciplinary records regarding the XXXXX incident that remain within the school's electronic records and will provide Student A's parent with written notification of the change to Student A's records. If the Corporation determines that Student A's conduct was more severe, it will provide to OCR a written explanation for its determination.

REPORTING REQUIREMENT: By December 15, 2017, the Corporation will provide documentation to OCR demonstrating its full implementation of the review referenced in this item.

4. By March 31, 2018, the Corporation will provide effective training on its revised discipline policies and procedures to all Corporation teachers, administrators, school aides, and any other Corporation personnel charged with supervising students, making disciplinary referrals or imposing disciplinary sanctions.

REPORTING REQUIREMENT: By March 31, 2018, the Corporation will provide documentation to OCR that it has provided the training required by this item.

5. Beginning with the execution of this Agreement, the Corporation will collect available data regarding referrals for student discipline and the imposition of disciplinary sanctions at all Corporation schools, including the following:
 - a. The name/identification number, race, ethnicity, sex, disability status, and grade level of each student referred for discipline, including referrals that did and did not result in the imposition of discipline sanctions;
 - b. For each referral, the name/identification number, race, ethnicity, sex, disability status, and grade level of all other students involved in the incident, whether or not they were referred for discipline themselves;

- c. A detailed description of the misconduct;
- d. The date of the referral;
- e. The specific violation for which the referral was made;
- f. The referring staff member (by staff identification/employee number);
- g. The school and type of class from which the referral was made or other specific settings (e.g. bus referral, hallway referral);
- h. names of witness(es);
- i. The specific violation for which the student was punished and the penalty/sanction imposed or, if no violation was charged or penalty/sanction imposed, the reason why;
- j. The date the penalty/sanction was imposed;
- k. The length of the penalty/sanction (in number of days); and
- l. The staff member who assigned the penalty/sanction (by staff identification/employee number).

REPORTING REQUIREMENT: By June 29, 2018, the Corporation will provide to OCR the data referenced in this item for the 2017-2018 school year.

The Corporation understands that by signing this Agreement, it agrees to provide the foregoing information in a timely manner. Further, the Corporation understands that, during the monitoring of this Agreement, OCR may visit the Corporation, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the Corporation has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title VI, at §§ 100.3(a) and (b)(i)-(iii). Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

The Corporation 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 Corporation 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 Corporation's representative below.

Superintendent or designee

Date