

**Resolution Agreement
Crystal Lake School District #47
OCR # 05-15-1156**

The Crystal Lake School District #47 (District) enters into this Resolution Agreement with the U.S. Department of Education, Office for Civil Rights (OCR) to resolve the above-referenced complaint. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the District with regard to the issues or any of the matters in this agreement on which OCR is not making a finding. The District assures OCR that it will take the following actions to comply with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex by recipients of Federal financial assistance.

The District agrees to the following:

1. Within 30 days of the signing of this Agreement, the District will send separate letters via certified mail to the Complainant and to the parents of Students B, C, and D:
 - a. Informing the Complainant and each of the parents of the outcome of the District's investigation into the reports it received of sexual harassment by Student B; and
 - b. Inviting the Complainant and each of the parents to attend separate meetings with the District's Title IX Coordinator to discuss (i) changes to the District's policies and procedures since the Complainant's initial complaint of sexual harassment was investigated; and (ii) the District's obligation to offer interim measures to all affected students during the pendency of a sexual harassment investigation.
2. By September 28, 2018, the District will provide effective training to all staff who are directly involved in processing, investigating and/or resolving complaints or other reports of sex discrimination, including harassment and sexual misconduct complaints. The training will review the District's Equal Educational Opportunities Policy and Harassment and Harassment of Students policies, as well as the District's Uniform Grievance Procedure, and include instruction on how to conduct and document adequate, reliable, and impartial sex discrimination or harassment investigations. At a minimum, the training will remind staff of the requirement under Title IX and the District's policies that the District provide prompt notice of the outcome of its investigation to all parties.

REPORTING REQUIREMENT: By October 31, 2018, the District will provide OCR with documentation demonstrating its implementation of the Agreement, including: (a) a copy of the District's letters to the Complainant and to the parents of Students B, C and D; (b) a summary of the meeting(s), if any, between the Complainant and the Title IX Coordinator and between the parent(s) of Students B, C and/or D and the Title IX Coordinator; and (c) with respect to Item 2, a sign-in sheet listing by name and title District staff who participated in the training, the name and credentials of the individual(s) who trained District staff, and a copy of all materials presented and/or distributed during the District's training.

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 the 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. Upon the District's satisfaction of the commitments made under the Agreement, OCR will close the 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 the 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's representative below.

For the District

Date