

RESOLUTION AGREEMENT
Milwaukee Public Schools
OCR Case No. 05-18-1315

Milwaukee Public Schools (District) enters into this Resolution Agreement (Agreement) with the U.S. Department of Education, Office for Civil Rights (OCR), to resolve OCR Case No. 05-18-1315. The District 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 Title IX’s implementing regulation, 34 C.F.R. Part 106, which prohibit discrimination based upon sex in any education program or activity receiving Federal financial assistance from the Department of Education.

TITLE IX STAFF TRAINING

- 1) By August 31, 2020, the District will ensure that it is in compliance with the Title IX regulations promulgated by the Department of Education on May 19, 2020, at 85 FR 30026. Satisfying this obligation will entail appropriate training for the District’s Title IX Coordinator, any investigators of Title IX offenses, and decision-makers in the Title IX context.
- 2) By October 31, 2020, the District will ensure that any other District staff who are directly involved in investigating and adjudicating and/or resolving Title IX complaints at the XXXXXXXXXXXX (School), including the School administrators and staff involved in processing the complaints involving Student A and the District Title IX Coordinator and Deputy Title IX Coordinator(s), receive training consistent with Title IX. This training shall include the Title IX regulations promulgated by the Department of Education on May 19, 2020, at 85 FR 30026.

REPORTING REQUIREMENT: By November 15, 2020, the District will submit to OCR documentation demonstrating its compliance with items 1 and 2 of the Agreement. The documentation will include the names and titles of the School’s current staff who are directly involved in investigating, adjudicating and/or resolving Title IX complaints. Documentation also will include the date of each training session attended by each staff person and a copy of any materials used or distributed during the training.

RECORD KEEPING

- 3) By October 31, 2020, the School will develop and implement a record-keeping system to maintain Title IX complaints and related materials, which complies with the terms of the Title IX regulations promulgated by the Department of Education on May 19, 2020, at 85 FR 30026.

REPORTING REQUIREMENT: By November 15, 2020, the District will provide OCR with a report detailing the School’s document retention policy regarding Title IX complaints.

INDIVIDUAL REMEDIES

- 4) By September 30, 2020, the District will offer to meet with Student A and/or her parent or representative to provide support services and/or take other actions, as appropriate.

REPORTING REQUIREMENT: By November 15, 2020, the District will provide OCR with documentation demonstrating its compliance with this item.

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, 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 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 or judicial proceedings to enforce the specific terms and obligations of this 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.

Superintendent or designee

Date