

## **Resolution Agreement (#05-18-1469) Cedar Falls Community School District**

The U. S. Department of Education, Office for Civil Rights (OCR) and the Cedar Falls Community School District (District) enter into this agreement to resolve 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 IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688, and its 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 U.S. Department of Education.

### **TITLE IX POLICIES AND PROCEDURES**

- 1) By May 31, 2019, the District will review, revise, and clarify its policies and procedures that address sex discrimination, including sexual harassment, to ensure that the District policies and procedures provide understandable notice of how the policies overlap, and where and how one is to file a complaint under each.

**REPORTING REQUIRMENTS:** By May 31, 2019, the District will submit to OCR documentation that it has reviewed its policies and procedures and made any necessary revisions. The District will provide to OCR a copy of any revised policies and a link to the relevant pages on the District's website. The Cedar Falls High School (School) will also make any necessary changes to their student handbook which will be published for the next school year.

### **TITLE IX PERSONNEL TRAINING**

- 2) By April 15, 2019, the District will provide the District's Equity Coordinator and personnel from the School who have Title IX responsibilities, including for receiving, processing, investigating, adjudicating, and/or resolving complaints of sexual harassment, with training on Title IX and the District's policies and procedures for responding to reports of sexual harassment.

**REPORTING REQUIREMENT:** By May 1, 2019, the District will submit to OCR documentation demonstrating its compliance with this item, including copies of all training materials used or distributed, and attendance sheets for those attending the training(s).

### **STUDENT-FOCUSED REMEDIES**

- 3) By April 1, 2019, the District will conduct a thorough review of the information it gathered during its investigation and make a determination as to whether sexual harassment took place. Upon the conclusion of the investigation review, the District will take all remedial and/or corrective action it determines necessary based on its findings.

- 4) By April 1, 2019, the District will send a letter via certified mail notifying the Complainant of its determination in accordance with item 3, and indicate the District would be willing to meet with Student A and her parents upon their request to discuss and to share any concerns.

**REPORTING REQUIREMENT:** By April 15, 2019, the District will provide documentation to OCR that it implemented the steps referenced by Items #3 and #4. The District will provide OCR a copy of the letter(s), certified mail delivery receipt(s), and, if applicable, any response correspondence from the Student or her parents.

**MAINTENANCE OF OTHER DATA**

- 5) By April 1, 2019, the District will review and modify as necessary its policies and practices for maintaining documents relating to complaints or other reports of sexual harassment of students so the District can demonstrate compliance with Title IX.

**REPORTING REQUIREMENT:** By July 1, 2019, the District will submit to OCR documentation demonstrating its compliance with this item, including documentation demonstrating how the District has maintained data relating to complaints or other reports of sexual harassment of students after April 1, 2019 through the end of the 2018-2019 school year.

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 the OCR to determine whether the District has fulfilled the terms of this Agreement. Upon the District’s satisfaction of the commitments made under this Agreement, OCR will close 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 the specific terms and obligations of this Agreement, OCR will 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