

Voluntary Resolution Agreement #05-19-1433 School Town of Munster

The U.S. Department of Education, Office for Civil Rights (OCR), and the School Town of Munster (District) enter into this Voluntary Resolution Agreement (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 District. The District assures OCR that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d – 2000d-7, and its implementing regulation at 34 C.F.R. Part 100, which prohibits discrimination on the basis of race, color or national origin by recipients of Federal financial assistance and also prohibits retaliation.

- 1) Within 10 days of signing the Agreement, the District will rescind the no-trespass order issued against the parent who is the subject of the complaint in this case (Parent) and send notification of its determination to the Parent at her last known U.S. Mail address and electronic mail address.

REPORTING REQUIREMENT: By March 16, 2020, the District will submit to OCR documentation demonstrating its compliance with this item.

- 2) (a) By May 1, 2020, the District will establish, adopt and publish written guidelines on issuing no-trespass orders applicable to District premises.

(b) Within 30 days of adoption of the written guidelines, the District will provide training to School administrators on the issuance of no-trespass orders, including a statement reminding staff of the prohibition on issuing such orders in retaliation for activities protected under Title VI.

REPORTING REQUIREMENT: By May 15, 2020, the District will submit to OCR documentation demonstrating its compliance with Item 2(a). By June 30, 2020, the District will submit to OCR documentation demonstrating its compliance with Item 2(b).

- 3) By May 1, 2020, the District will provide all School administrators training on its policy prohibiting retaliation against individuals who make a report of discrimination based on race, or otherwise exercise rights under Title VI.

REPORTING REQUIREMENT: By May 15, 2020, 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).

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, 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 completion of the obligations 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 and/or Title VI and its implementing regulations. 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