

Voluntary Resolution Agreement
OCR Docket #05-19-2101
Minneapolis Public Schools – Special School District #1

The U.S. Department of Education, Office for Civil Rights (OCR) and Minneapolis Public School District #1 enter into this Voluntary Resolution Agreement (Agreement) to resolve the allegation raised in OCR docket # 05-19-2101. 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.

TRAINING OF WASHBURN PERSONNEL

By **September 6, 2019**, the District will provide effective training to the Washburn school administrative staff. The training will cover, at a minimum: The District's prohibition against retaliating against persons for filing sexual discrimination or harassment complaints or for participating in investigations of such complaints; the District's responsibilities under Title IX to investigate and otherwise address such allegations; and, the relevant resources available to the parties during such investigations.

REPORTING REQUIREMENT: By **October 11, 2019**, the District will provide OCR with documentation that it has provided the training referenced in this item, including the dates of the training, the names and titles of the trainer(s), a copy of any materials used or distributed during the training, and a list of Washburn employees who successfully completed the training.

WASHBURN STUDENT TRAINING

By **October 4, 2019**, the District will provide age-appropriate training for students at Washburn to ensure that students are aware of:

- The District's prohibition of retaliating against persons filing sexual harassment complaints or for participating in sexual harassment investigations;
- how and with whom to report any incidents of retaliation.

REPORTING REQUIREMENT: By **October 11, 2019**, the District will provide OCR with documentation that it has provided the training referenced in this item, including the dates of the training, the names and titles of the trainer(s), a copy of any materials used or distributed during the training.

STUDENT-FOCUSED REMEDIES

By **October 31, 2019**, the District will complete an impartial investigation of the Complainant's xxxxxxxxxxxx complaints of xx complaint on xxxxxxxx. The District will provide the parties with written notice of its determination(s) including a summary of the evidence and the basis for the finding.

If the District determines that Student A was subjected to retaliation, the District will meet with Student A and the Complainant to assess whether Student A requires any remedial services including compensatory academic services and counseling. The District will provide the Complainant notice of its determination of whether remedial actions are necessary for Student A and of the timeframe for providing such actions and will implement the remedial actions as specified in the timeframe.

REPORTING REQUIREMENTS: By **November 8, 2019**, the District will provide documentation to OCR that it has completed the investigation required by this item and will submit to OCR documents supporting its decision as to whether retaliation occurred or did not occur and a description of and schedule for providing any remedial measures to Student A.

By **December 13, 2019**, the District will provide documentation to OCR of the dates, times, and locations that remedial measures were provided, a description of what was provided, and the name(s) of the service provider(s) if necessary.

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 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 consistent with the regulations implementing Title IX, at 34 C.F.R. § 106.71, which incorporates by reference the retaliation prohibition of Title VI of the Civil Rights Act of 1964, at 34 C.F.R. § 100.7(e). 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