

RESOLUTION AGREEMENT
Anna-Jonesboro Community High School District
OCR Complaint # 05-21-1298

The Anna-Jonesboro Community High School District (District) enters into this Resolution Agreement with the U.S. Department of Education, Office for Civil Rights (OCR), to resolve the above-referenced complaint. The District assures the 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 regulations, at 34 C.F.R. Part 100, which prohibit discrimination on the bases of race, color or national origin in any education program or activity operated by a recipient of Federal financial assistance from the U.S. Department of Education. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the District.

General Principles

The District will take the steps outlined below, and any other steps necessary as circumstances warrant, to ensure that students enrolled at XXXXXXXXXXXXXXXXXXXX are not subjected to harassment on the basis of race. The District will promptly investigate all incidents of harassment of students on the basis of race of which it knows or should have known, and take effective responsive action. The District will also take steps to end any race-based harassment, prevent its recurrence, and, where appropriate, take steps to remedy the effects of any race-based harassment on affected students and to discipline any individual(s) found to have engaged in the racially harassing behavior. The District will also take steps necessary to ensure that no individual is subjected to retaliation for reporting harassment based on race.

Staff Training

1. By February 28, 2022, the District will provide all District administrators, faculty, and staff with effective annual training on the District's policies and procedures that address racial discrimination and harassment. The training will include the following components:
 - a. The District will remind all personnel of its commitment to have a District environment free from racial discrimination and harassment, and will explain what they should do if they believe students have been subjected to discrimination or harassment based on race, including their duty to immediately report all allegations of possible discrimination or harassment to a District complaint manager. The training will also include notice that discrimination and harassment of students based on race will not be tolerated and that students who engaged in race discrimination and harassment will be disciplined.

- b. The District will provide a general overview of Title VI, including how the Title VI regulation's nondiscrimination provisions apply to students, the names and contact information for the District's designated employee(s) to whom students or others may report allegations of race discrimination and harassment, where to locate the District's discrimination and harassment policies and procedures on the District's website, and the existence of OCR and its authority to enforce Title VI.
- c. The District will explain its nondiscrimination policies and procedures, including what constitutes race discrimination and harassment, the role of the District's complaint managers, and disciplinary sanctions related to findings of violations of the District's discrimination and harassment policies and procedures, including the District policy prohibiting retaliation and intimidation.
- d. The District will distribute written materials that contain the information discussed.

REPORTING REQUIREMENT: By March 11, 2022, 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 District employees who attended the training.

- 2. By February 28, 2022, the District will provide effective training to all employees who are directly involved in processing, investigating and/or resolving complaints or other reports of discrimination or harassment on the basis of race, and any counselors or other District personnel who are likely to receive reports of race discrimination or harassment. The training will review the District's policies and procedures against race discrimination and harassment, and include instruction on how to investigate and respond to racial incidents in a timely and thorough manner, including the appropriate legal standards to apply in such investigations, the importance of evaluating the totality of the circumstances including previous acts of harassment and off-campus harassment that may have created a hostile environment on campus, and the need to take appropriate measures to assure that harassment does not continue during the investigation or recur thereafter. The training will also communicate the criteria to ascertain when a conflict between students may raise an issue of race discrimination or harassment.

REPORTING REQUIREMENT: By March 11, 2022, 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 District employees who successfully completed the training.

3. By April 1, 2022, the District will assess the effectiveness of the training referenced in Items #1 and #2 by conducting surveys of the administrators, faculty, staff, and employees who attended the training(s). The surveys will specifically inquire about their knowledge and perceptions about their obligation to report all allegations of possible race discrimination or harassment to a complaint manager, and the process for doing so.

REPORTING REQUIREMENT: By April 15, 2022, the District will provide documentation to OCR of the results of the surveys and a description of any actions the District proposes to take in response, including conducting additional training sessions to ensure effective training is provided.

Student Training

4. By February 1, 2022, the District will provide an annual mandatory, age-appropriate orientation session for all students on the District's policies and procedures prohibiting race discrimination and harassment. The orientation will remind students of the District's commitment to have an environment free from discrimination and harassment, and will explain what students should do if they believe they or other students have been subjected to race discrimination or harassment. The training will also include a notice that discrimination or harassment of students based on race will not be tolerated, that students who discriminate or harass students based on race will be disciplined according to the Discipline Code.

REPORTING REQUIREMENT: By February 15, 2022, 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 District students who attended the training.

Individual Relief

5. Within 60 days of the execution of this agreement, the District will provide the Complainant with a written offer to provide Student A XXXXXXXXXXXXXXXX. If the offer is accepted, the District will provide all needed services by XXXXXXXXXXXXXXXX, unless the timeframe is extended by mutual agreement between the District and the Complainant. In offering XXXXXXXXXXXXXXXX, the District may utilize District XXXXXXXXXXXXXXXX.

REPORTING REQUIREMENT: By March 15, 2022, the District will provide OCR with a copy of the written offer of services sent to the Complainant and any relevant communications between the District and the Complainant. If the offer is accepted, the District will provide OCR the schedule of services that will be

provided to Student A. By XXXXXXXXXXXXXXXX, the District will provide OCR documentation of XXXXXXXXXXXXXXXX provided to Student A.

Maintenance of Data

6. Effective immediately, the District agrees to maintain documents relating to verbal and written complaints or other reports of race discrimination or harassment of students to ensure that its files contain all information necessary to respond appropriately under Title VI. At a minimum, the District agrees to maintain documentation including the following:
 - a. a copy of all written reports, and a narrative of all verbal reports, of incidents involving allegations of race discrimination or harassment;
 - b. a copy of the complete investigative file including witness statements, notes and other documentary evidence of the District's investigation and findings;
 - c. a copy of other written documentation the District provided to the parties informing them of the results of the investigation;
 - d. a narrative of all actions taken by District personnel in response to the reports by District personnel, including any supporting documentation;
 - e. a copy of any and all disciplinary sanctions issued to students or employees for violations of the District's race discrimination or harassment policies and procedures;
 - f. documentation demonstrating any interim and/or remedial services offered and provided to the alleged injured party, the alleged harasser and/or witnesses of the incident(s), such as counseling or other appropriate support services; and,
 - g. a narrative of all actions taken to stop the harassment or discrimination found to have occurred and to prevent recurrence of any incident(s), including any supporting documentation.

REPORTING REQUIREMENT: By June 1, 2022, the District will provide to OCR copies of the documentation referenced in Item #6 for the 2020-21 and 2021-22 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 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 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 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.

For the District

Date