

RESOLUTION AGREEMENT
Terrell Independent School District (TISD)
OCR Complaint No. 06131573

The Terrell Independent School District (TISD) submits this Resolution Agreement to the U.S. Department of Education, Office for Civil Rights (OCR), Dallas Office. TISD commits to take the actions set forth below to ensure adherence to the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §1681 et seq., and its implementing regulation 34 C.F.R. Part 106.

Action Item

1. By November 16, 2017, TISD will revise or update its notice of nondiscrimination on the basis of sex to include the work address of the employee designated to coordinate compliance with Title IX (Title IX Coordinator). The notice of nondiscrimination shall be published in student and employee handbooks (including the Student Code of Conduct if separate from the Student Handbook) and be posted in prominent locations at the District's schools, and posted on the District's website. TISD will provide the notice in languages other than English, as necessary.

Reporting Requirement

By November 30, 2017, TISD will provide OCR evidence that the notice of nondiscrimination has been published in student and employee handbooks (and Student Code of Conduct, if separate from the Student Handbook), posted in prominent locations at the District's schools and posted on the District's website. The verification will include a hardcopy of (or a link to the electronic copy of) the relevant page(s) in the student and employee handbooks, a list of all TISD schools that posted the notice, the locations where the notice is posted, the date the notice was posted at each school within TISD, and on the TISD website.

Action Item

2. By November 16, 2017, the TISD will provide training to the TISD Title IX Coordinator regarding the district's responsibilities and obligation to comply with the regulations implementing Title IX regarding sexual discrimination. The training will be administered by a person with certified expertise on a recipient school district's obligations under Title IX. The training will include instruction on completing investigations of discrimination and harassment under Title IX in a prompt manner and promptly issuing to the interested parties a final determination from the Title IX investigation of the alleged sexual discrimination or harassment.

Reporting Requirement

Within fourteen (14) days after completion of the Title IX Coordinator training, and no later than November 30, 2017, TISD will provide OCR information and documentation evidencing the completion of the Title IX Coordinator training. Documentation shall include proof of attendance, copies of handouts (and any other substantive information

regarding the training), along with the name, title, and daytime telephone number and credentials of the individual(s) who provided the training.

The TISD 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 TISD understands that during the monitoring of this agreement, if necessary, OCR may visit the TISD, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the TISD has fulfilled the terms of this agreement and is in compliance with the regulation implementing Title IX at 34 C.F.R. § 106.31, which was at issue in this case. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

The TISD 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 TISD 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 TISD's representative below.

Mr. Micheal French, Superintendent
Terrell Independent School District

Date