



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

1999 BRYAN ST., SUITE 1620
DALLAS, TX 75201-6810

REGION VI
ARKANSAS
LOUISIANA
MISSISSIPPI
TEXAS

September 14, 2018

Dr. Rodney E. Watson, Superintendent
Spring Independent School District
16717 Ella Blvd.
Houston, TX 77090

Re: OCR Complaint No. 06-15-1408

Dear Superintendent Watson:

This letter is to notify you that the U.S. Department of Education (Department), Office for Civil Rights (OCR), Dallas Office, has completed its processing of the above-referenced complaint for resolution. On April 20, 2015, OCR received the complaint, which the complainant filed against the Spring Independent School District (SISD or District), in Spring, Texas. The complainant alleged that the District discriminated against XXXX (XXXX) on the basis of sex.

OCR is responsible for determining whether entities that receive or benefit from federal financial assistance from the Department, or an agency that has delegated investigative authority to this Department, are in compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex. SISD is a recipient of Federal financial assistance from the Department. Therefore, OCR has jurisdictional authority to process this complaint for resolution under Title IX.

Based on the complainant's allegation, OCR considered the following legal issue:

Whether, on February 13, 2015, the SISD discriminated against the Student on the basis of sex when school officials failed to take prompt and effective action reasonably calculated to address sexually harassing conduct by a XXXX at XXXX, which was sufficient to constitute a hostile environment, of which SISD had or should have had notice, in violation of Title IX, at 34 C.F.R. §§ 106.8, 106.31.

Prior to the completion of an investigation, the District informed OCR that it was interested in resolving the complaint allegations through a voluntary resolution agreement. Section 302 of OCR's *Case Processing Manual* provides that a complaint may be resolved at any time when, prior to the conclusion of an investigation, the recipient expresses an interest in resolving the allegations. The provisions of the resulting voluntary resolution agreement will be aligned with the complaint allegations or the information obtained during the investigation and will be consistent with applicable regulations. OCR approved the District's request to resolve the complaint prior to the conclusion of an investigation.

The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.

The District voluntarily submitted the enclosed Resolution Agreement (Agreement) to resolve this complaint; the District's representative signed the Agreement on September 14, 2018. OCR has determined the provisions of the Agreement are aligned with the complaint allegation and appropriately resolved the issue. Further, OCR accepts the Agreement as an assurance that the District will fulfill its obligations under Title IX with respect to this complaint. The dates for implementation and specific actions are detailed in the enclosed Agreement. Accordingly, as of the date of this letter, OCR will cease all investigative actions regarding this complaint. However, OCR will actively monitor the District's implementation of the Agreement. Please be advised that if the District fails to adhere to the actions outlined in the Agreement, OCR will immediately resume its compliance efforts.

This letter sets forth OCR's determination in the individual OCR cases identified above. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public.

Please be advised that the District may not harass, coerce, intimidate, or discriminate against any individual because he or she has filed a complaint or participated in the complaint resolution process. If this happens, the complainant may file another complaint alleging such treatment.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. In the event that OCR receives such a request, we will seek to protect, to the extent provided by law, personally identifiable information, which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

Thank you for the cooperation extended to OCR in our efforts to resolve this complaint. If you have any questions regarding this letter, please contact Treslyn Patterson, Equal Opportunity Specialist, assigned to the matter, at (214) 661-9645 or treslyn.patterson@ed.gov. You may also contact me at (214) 661-9637 or at melissa.malonson@ed.gov.

Sincerely,



Melissa Malonson
Team Leader Attorney
Dallas Office

Enclosure