

RESOLUTION AGREEMENT

Dallas Independent School District
OCR Complaint Number 06171127

The Dallas Independent School District (the District) agrees to implement the following Resolution Agreement (Agreement) to resolve allegations in the above referenced complaint, which was opened for investigation by the U.S. Department of Education (Department), Office for Civil Rights (OCR), pursuant to Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulation at 34 C.F.R. Part 100.

The District is committed to complying fully with Title VI and has voluntarily agreed to take the steps outlined in this Agreement. The signing of this Agreement by the District does not constitute an admission by the District that it has violated Title VI.

ACTION ITEM 1: Previous Complaints and Individual Remedies

By May 31, 2017, the District will conduct investigations of, or review prior investigations regarding, any allegations of harassment based on race by the Teacher regarding each of the African American students on the Teacher's 2016-2017 roster. Each investigation must determine whether the Teacher's conduct created a hostile environment based on race and, if so, the District must take steps reasonably calculated to end the harassment, prevent its recurrence, and make whole any victims of the harassment.

REPORTING REQUIREMENT 1: Within 30 days following the conclusion of the investigations required by Action Item 1, the District will provide to OCR documentation of its efforts to comply with Action Item 1. This will include documentation of any investigation reports; who the District interviewed; a summary of the investigative findings; and a list of actions taken by the District to end the harassment, prevent its recurrence, and make whole any victims of the harassment.

ACTION ITEM 2: Response to Future Complaints

The District will take all reasonable steps to ensure that students enrolled in the District are not subject to harassment on the bases of race, color, or national origin,¹ including harassment by employees of the District. To this end, the District will promptly respond to all complaints (both formal² and informal³) of harassment of students on the basis of race, and all incidents which are known or reasonably should be known to the District. The District will take prompt and effective responsive action reasonably designed to end the harassment; prevent its recurrence; and, where appropriate, take steps to remedy the effects of the harassment on the student(s) and the larger school community.

¹ Hereinafter, all references to racial harassment include harassment based on color or national origin.

² Formal complaints are defined as those that are presented in written form.

³ Informal complaints include those that are reported verbally to a responsible employee; i.e., an employee who has the authority to take action to redress the harassment; who has been given the duty of reporting incidents of harassment or any other misconduct by students or employees to an appropriate school designee; or whom a student or parent could reasonably believe has this authority or duty.

REPORTING REQUIREMENT 2:

By June 30, 2017 and 2018, the District will provide documentation to OCR of all informal and formal complaints of racial harassment filed by [XXXX] [XXXX] School students, parents, and school personnel during the preceding school year. This documentation will include copies of each complaint; a description of the complaint; the District's response; and the resolution, including the report of any investigation conducted and any disciplinary sanctions issued, remedial efforts offered or provided, and all interim and permanent action taken to prevent recurrence. If there have been no complaints of racial harassment regarding [XXXX] [XXXX] School, the District will certify in writing that no racial harassment complaints were made.

ACTION ITEM 3: Training for Staff

The District will provide training to all District personnel at [XXXX] [XXXX] School that covers recognizing and appropriately responding to complaints and incidents of discrimination and harassment based on race. The training will address, at a minimum, the definition of harassment based on race, examples of racial harassment, and the District's obligation to conduct adequate, prompt, reliable, and impartial investigations, and to take steps reasonably calculated to end the harassment, prevent its recurrence, and make whole any victims of the harassment.

By July 1, 2017, the District will provide OCR, for review and approval via email, with a copy of the training module and/or outline of the training materials that the District will utilize; the name, credentials, and contact information for the person(s) who will conduct the training; and a description and/or copy of the notification that the District will use to inform attendees of the mandatory training.

REPORTING REQUIREMENT 3:

By September 1, 2017, the District will provide OCR with documentation demonstrating that the training referenced in Action Item 3 above and approved by OCR was provided. This documentation will include, at a minimum, the date(s) of the training; the name and credentials of the trainer; copies of any training materials used, including handouts, guides, or other materials; and proof of attendance by relevant staff.

For Dallas Independent School District:

Dr. Michael Hinojosa, Superintendent

Date