

RESOLUTION AGREEMENT
Lafayette Academy Charter School
OCR Complaint 06-17-1535

The U.S. Department of Education (Department), Office for Civil Rights (OCR), and Lafayette Academy Charter School (the School) enter into this Resolution Agreement (Agreement) to voluntarily resolve the allegations in the above-referenced complaint. The Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the School. The School assures OCR that it will take the following actions, consistent with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. 1681 *et seq.*, and its implementing regulations, at 34 C.F.R. Part 106.

Prior to the completion of OCR's investigation, the School agreed to resolve the issues in this investigation pursuant to Section 302 of OCR's Case Processing Manual. Accordingly, to resolve the issues of this investigation, the School agrees to take the following actions.

Action Item 1

By xxxxxxxxxxxxxxxxxxxxxx, the School will adopt and publish grievance procedures that address complaints of sex discrimination (including sexual harassment), as required by Title IX's implementing regulation, at 34 C.F.R. § 106.8(b), and to provide for the prompt and equitable resolution of student and employee complaints under Title IX. The grievance procedures will include, at a minimum, the following provisions:

- Notice to students, parents of elementary and secondary students, and employees of the procedure, including where complaints may be filed;
- Application of the procedure to complaints alleging harassment carried out by employees, other students, or third parties;
- Adequate, reliable, and impartial investigation of complaints, including the opportunity to present witnesses and other evidence;
- Designated and reasonably prompt timeframes for the major stages of the complaint process;
- Notice to the parties of the outcome of the complaint; and
- An assurance that the school will take steps to prevent recurrence of any harassment and to correct its discriminatory effects on the complainant and others, if appropriate.

Reporting Requirements

1. By xxxxxxxxxxxxxxxxx, the School will submit to OCR, for its review and approval, its draft Title IX grievance procedures as referenced in Action Item 1 above.
2. By xxxxxxxxxxxxxxxxx, the School will submit to OCR a report evidencing implementation. The report should include copies of the grievance complaint form, and copies of publications and materials in which the grievance procedures are published (Student/Parent Handbook, website, handouts, etc.).

Action Item 2

By xxxxxxxxxxxxxxxxx, the School will provide training regarding its obligation under Title IX to protect students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity. The training must be provided to all relevant personnel, including, but not limited to, school administrators, teachers, and staff. The training will be conducted by individuals knowledgeable about the laws and issues pertaining to sex discrimination.

Reporting Requirements

1. By xxxxxxxxxxxxxxxxx, the School will provide OCR, for its review and approval, with a copy of the training materials that the School will utilize; and the name(s), credentials, and contact information for the individual(s) who will conduct the training session(s).
2. By xxxxxxxxxxxxxxxxx, the School will provide documentation to OCR evidencing that the training required by Action Item 2 was completed. The School will provide OCR with sign-in sheets for all training sessions evidencing all staff who attended the training; the date(s) and time(s) the training session(s) were conducted; a copy of the training materials used; and the name, title, credentials, and contact information for the individual(s) who provided the training.

The School 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 School understands that during the monitoring of this Agreement, if necessary, OCR may visit the School, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the School has fulfilled the terms of this Agreement. Upon the recipient's satisfaction of the commitments made under the Agreement, OCR will close the case.

The School 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 School 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 School's representative below.

Executed on _____

Director or Designee
Lafayette Academy Charter School