



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

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

REGION VI  
LOUISIANA  
MISSISSIPPI  
TEXAS

**Iowa Park Consolidated Independent School District  
Resolution Agreement  
Complaint #06-17-1747**

OCR and the Iowa Park Consolidated Independent School District (IPCISD, District) enter into this agreement to resolve the allegations in the above-referenced complaints. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by IPCISD.

IPCISD assures the U.S. Department of Education, Office for Civil Rights (OCR) that it will take the following actions to comply with the requirements of Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. §§ 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35, which prohibit discrimination on the basis of disability by recipients of Federal financial assistance and public entities, respectively.

Prior to the completion of OCR's investigations, IPCISD agreed to resolve the issues of these investigations pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, to resolve the issues of these investigations, IPCISD agrees to take the following actions.

**ACTION ITEM 1:**

1. By June 1, 2020, the District will transmit a check to the Complainant in the amount of \$5,000.

**REPORTING REQUIREMENT:**

By September 1, 2020, the District will submit documentation to OCR demonstrating the successful transmission of \$5,000 to the Complainant pursuant to Action Item 1 (i.e., copy of check, certified mail receipt, etc.).

**ACTION ITEM 2:**

2. By September 1, 2020, the District will provide written notice via email to all staff members explaining that retaliation<sup>1</sup> against an individual for engaging in an activity protected under Title II or Section 504 is prohibited by federal law under Section 504 at 34 C.F.R. 104.61 and Title II at 28 C.F.R. 35.134. The notice will include information on the recourse available to those who believe they have been subjected to retaliation, intimidation, or harassment (including, at a minimum, contact information for OCR, and for the Equal Employment Opportunity Commission (EEOC)).

---

<sup>1</sup> Any adverse action including, but not limited to, discrimination, coercion, threats, or intimidation.

**REPORTING REQUIREMENT:**

By September 1, 2020, the District will submit documentation to OCR demonstrating that it has completed Action Item 2. Such documentation will include but not be limited to:

- a. A copy of the written notice.
- b. Evidence of email transmission to staff.

**ACTION ITEM 3:**

3. By September 1, 2020, the District will ensure that all members of its administration with supervisory responsibilities receive training on the prohibition against retaliation, consistent with Section 504 and Title II, and their implementing regulations, at 4 C.F.R. § 104.61 and 28 C.F.R. 35.134, respectively. This training will include, at a minimum, a discussion of the Section 504 and Title II prohibition against retaliation; an explanation of what constitutes retaliation; and a statement that the prohibition extends to all individuals that engage in a protected activity under Section 504 and Title II including, but not limited to, employees, students, and parents.

**REPORTING REQUIREMENT:**

By September 1, 2020, the District will submit documentation to OCR demonstrating that the training was conducted pursuant to Action Item 3. Such documentation will include, at a minimum:

- a. The name, title, credentials, and contact information of the individual(s) who provided the training.
- b. A copy of all training materials used (including but not limited to: trainer notes, PowerPoint slides, and copies of any handouts/visual aids utilized).
- c. A sign in sheet with the names and titles of all staff that attended the training(s) and list of all staff with supervisory responsibilities.

IPCISD 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, IPCISD understands that, during the monitoring of this Agreement, if necessary, OCR may visit IPCISD, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether IPCISD has fulfilled the terms of this Agreement and is in compliance with Section 504 and its implementing regulation at 34 C.F.R. § 104.21, and Title II implementing regulation at 28 C.F.R. § 35.149. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

IPCISD 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 IPCISD written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This resolution agreement will become effective immediately upon signature of the Superintendent, Board representative, or other appropriate designee (Authorized Official) below.

Authorized Official's Name/Title Printed

---

Authorized Official's Signature

---

Date

---