



**RESOLUTION AGREEMENT**  
Leander Independent School District  
OCR Case Number: 06-18-1012

The U.S. Department of Education, Office for Civil Rights, (OCR) and the Leander Independent School District (District or recipient) enter into this agreement (Agreement) to resolve the allegations in the above-referenced complaint. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the District. The District assures OCR that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d *et seq.*, and its implementing regulations at 34 C.F.R. Part 100; Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing regulations at 34 C.F.R. Part 104; and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. §§ 12132 *et seq.*, and its implementing regulations at 28 C.F.R. Part 35. Section 504 and Title VI respectively prohibit discrimination on the basis of disability and on the basis of race, color, and national origin by recipients of Federal financial assistance. Title II prohibits discrimination on the basis of disability by public entities, including public elementary and secondary educational institutions. Section 504, Title II, and Title VI also prohibit retaliation.

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

**A. ACTION ITEMS & REPORTING REQUIREMENTS:**

**Action Item 1 – Conduct Staff Training on Section 504, Title II, and Title VI**

1. **Within sixty (60) calendar days** after OCR approves the training-based information described in Reporting Requirement (a) for this Action Item, the District will conduct staff training regarding the District's responsibilities under Section 504, Title II, and Title VI. The training must be provided to all staff at [XXXX XXXX XXXX XXXX], including, but not limited to, administrators, faculty, and counselors. Additionally, the training will be conducted by individuals knowledgeable about the laws and issues pertaining to Section 504, Title II, and Title VI, and may be delivered to [XXXX] employees in an electronic format. Further, the training will include instruction on what type of conduct constitutes prohibited behavior; including examples of said conduct, the District's policies and regulations that prohibit said conduct, and resources available to students who experience said conduct. The training will address:
  - a. The District's obligation, pursuant to the Title VI implementing regulation located at 34 C.F.R. § 100.3, to refrain from treating individuals differently on the basis of national origin, [XXXX to end of subsection];
  - b. [XXXX to end of subsection];
  - c. The District's responsibility, pursuant to the Section 504 implementing regulations located at 34 C.F.R. §§ 104.33–104.35, to provide a free and appropriate public

- education (FAPE) to qualified students with disabilities in the District's jurisdiction; which includes appropriately identifying, evaluating, and placing students who are believed to need or need special education and related services; and providing appropriate regular or special education and related aids and services; and
- d. The District's responsibility, pursuant to the Title VI and Section 504 implementing regulations respectively located at 34 C.F.R. §§ 100.7(e) and 104.61, and the Title II regulation located at 28 C.F.R. § 35.134, not to retaliate [XXXX to end of subsection].

### **Reporting Requirements: Action Item 1**

- a. **By September 28, 2018**, the District will provide OCR, for review and approval via email prior to conducting the training, information about the training described in Action Item 1. This information will include, but not be limited to, a copy of all training modules, handouts, and materials utilized during the training session(s); the name, credentials, and contact information of the individual(s) who will conduct the training; and a proposed plan/notification that the District will use to inform attendees of the mandatory training session(s) (e.g., topics to be discussed), which may be presented to [XXXX] employees at multiple sessions.
- b. **Within sixty (60) calendar days** after OCR approves the training-based information described in Reporting Requirement (a) for Action Item 1 of this Agreement, the District will conduct the training for all [XXXX] staff as approved by OCR and will provide OCR with detailed information regarding the training. This information will include, but not be limited to, sign-in sheets for all training sessions evidencing all staff who attended the training; the date the training session(s) were conducted; a copy of the training materials used; and the name, credentials, and contact information of the individual(s) who provided the training to comply with Action Item 1.

### **Action Item 2 – [XXXX to end of Action Item and Reporting Requirements]**

### **Action Item 3 – [XXXX to end of Action Item and Reporting Requirements]**

## **B. GENERAL TERMS & PRINCIPLES:**

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

The District 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 the Agreement, OCR will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

**C. EXECUTION:**

This Agreement will become effective immediately upon the signature of the District's representative below.

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Printed Title & Name of Authorized District Official

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Date

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Signature of District Official