



**RESOLUTION AGREEMENT**  
Cedar Hill Independent School District (District)  
OCR Case Number: 06-18-1262

The U.S. Department of Education, Office for Civil Rights, (OCR) and the Cedar Hill 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 IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. §§ 1681 *et seq.*, and its implementing regulations at 34 C.F.R. Part 106; and the Age Discrimination Act of 1975 (Age Act), 42 U.S.C. § 6101 *et seq.*, and its implementing regulations at 34 C.F.R. Part 110. Title IX and the Age Act respectively prohibit discrimination by recipients on the basis of sex and age. Title IX and the Age Act 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 – Revise and Disseminate Title IX & Age Act Notices of Nondiscrimination**

1. **By January 1, 2019**, the District will ensure that its notices of nondiscrimination within its handbooks and on its website, including the District's designations of responsible employees, comply with the Title IX implementing regulations at 34 C.F.R. §§ 106.8–106.9, and the Age Act implementing regulations at 34 C.F.R. § 110.25. Pursuant to these regulations, these notices will make available to all applicants for admission and employment, students, parents and guardians of elementary and secondary school students, employees, and other interested persons information regarding the provisions of Title IX and the Age Act and the applicability of these laws and regulations to the District's services, programs, and activities.

**Reporting Requirements: Action Item 1**

- a. **By November 1, 2018**, the District will provide OCR, *for review and approval via email*, a link to the updated website pages with copies of the Title IX and Age Act notices and designations of responsible employees referenced in Action Item 1 of the Agreement. Along with this documentation, the District will provide OCR with its plan(s) for disseminating such information to applicants for admission and employment, students, parents and guardians of elementary and secondary school students, employees, and other interested persons.
- b. Within **2 weeks** of receiving OCR's approval described in Reporting Requirement (a) for Action Item 1 of this Agreement, the District will provide OCR with documentation evincing how, when, and by what means the revised policies were disseminated.

**Action Item 2 – Conduct Staff Training on Title IX and the Age Act**

2. **By February 1, 2019**, the District will develop and conduct staff training, subject to OCR's review and approval, regarding the District's responsibilities under Title IX and the Age Act. The training must be provided to all staff at [XXXX XXXX XXXX] (School), including, but not limited to, administrators, faculty, coaches, and counselors. The training will be conducted by individuals knowledgeable about the laws and issues pertaining to Title IX and the Age Act, and may be delivered to School employees in multiple sessions and/or electronic formats. At a minimum, the training will address:
  - a. The District's revised handbooks and website pages pursuant to Action Item 1 of this Agreement.
  - b. The District's responsibility, pursuant to the Title IX implementing regulation located at 34 C.F.R. § 106.31, to refrain from treating individuals differently on the basis of sex in the context of an educational program or activity without a legitimate, nondiscriminatory reason, in a manner that interferes with or limits the ability of such individuals to participate in or benefit from the District's services, activities, or privileges. The Title IX staff training will also include information about the District's procedures for investigating and responding to sex-based discrimination; including identification of designated District and/or School Title IX Coordinator(s) who are available to answer questions or address concerns regarding the District's policies, practices, regulations, or other issues related to sex-based discrimination. Further, the training will include instruction on what type of conduct constitutes different treatment on the basis of sex; including examples of said conduct, the District's policies and regulations that prohibit said conduct, and resources available to students who experience said conduct.
  - c. The District's responsibility, pursuant to the Age Act implementing regulation located at 34 C.F.R. § 110.10, to refrain from treating individuals differently on the basis of age in the context of an educational program or activity without a legitimate, nondiscriminatory reason, in a manner that interferes with or limits the ability of such individuals to participate in or benefit from the District's services, activities, or privileges. The Age Act staff training will also include information about the District's procedures for investigating and responding to age-based discrimination; including identification of designated District and/or School Age Act Coordinator(s) who are available to answer questions or address concerns regarding the District's policies, practices, regulations, or other issues related to age-based discrimination. Further, the training will include instruction on what type of conduct constitutes different treatment on the basis of age; including examples of said conduct, the District's policies and regulations that prohibit said conduct, and resources available to students who experience said conduct.
  - d. The District's responsibility, pursuant to the Title IX and Age Act implementing regulations respectively located at 34 C.F.R. §§ 106.31 and 110.34, to prohibit retaliation. The training will include instruction on what type of conduct constitutes

retaliation, including examples of said conduct; the District's policies and regulations that prohibit said conduct; and resources available to students who experience said conduct.

### **Reporting Requirements: Action Item 2**

- a. **By November 1, 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 2. 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; 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 School employees electronically and/or at multiple sessions.
- b. **Within sixty (60) calendar days** after OCR approves the training-based information described in Reporting Requirement (a) for Action Item 2 of this Agreement, the District will conduct the training for all School 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 2.

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

#### **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.

\_\_\_\_\_  
Printed Title & Name of Authorized District Official

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of District Official