

**Resolution Agreement**  
**Avoyelles Parish School Board**  
**OCR Complaint #06-18-1451**

The U.S. Department of Education, Office for Civil Rights, (OCR) and the Avoyelles Parish School Board (the District) enter into this resolution agreement (Agreement) to voluntarily resolve the above-referenced complaint. The District assures OCR that it will take the actions outlined in this Agreement to comply with the requirements of Title IX of the Education Amendments of 1972 (Title IX), and its implementing regulation at 34 C.F.R. Part 106, which prohibits discrimination on the basis of sex by recipients of Federal financial assistance.

Prior to the completion of OCR's investigation, the District agreed to voluntarily resolve the complaint under investigation pursuant to Section 302 of OCR's Case Processing Manual. The District has entered into the Agreement voluntarily, and thus, this Agreement does not constitute an admission of liability, non-compliance, or wrongdoing. Accordingly, the District agrees to take the following actions.

**Action Item #1 – Access to Avoyelles High School Exercise, Training, and/or Weightlifting Facilities**

The District agrees to provide equal athletic opportunities to members of both sexes in its interscholastic athletics program at the Avoyelles High School (the School) with respect to the provision of locker rooms, practice and competitive facilities and the scheduling of games and practice time, as required by Title IX and its implementing regulation at 34 C.F.R. § 106.41(c)(7).

The District shall conduct an assessment to determine whether the District is providing equivalent benefits and opportunities to female and male students at the School with respect to the provision of locker rooms, practice and competitive facilities and the scheduling of games and practice time with regards to any exercise, training, and/or weightlifting facilities available on School campus for student use. In conducting its assessment, the District will consider: the quality and availability of the facilities provided for practice and competitive events; the exclusivity of use of facilities provided for practice and competitive events; and the time of day practice opportunities and/or access to the exercise, training, and/or weightlifting facilities are scheduled for each team.

After conducting the assessment described above, the District shall determine the extent to which any disparities exist, develop a plan to cure identified disparities in a Corrective Action Plan, and propose its methods of remedying the disparities found.

**Reporting Requirement #1**

- a) By **September 1, 2019**, the District shall submit to OCR for review and approval a self-assessment pursuant to Action Item 1. The District shall also submit its proposed Corrective Action Plan to remedy any disparities found, including timeframes for completion of all items (if any) contained within.

- b) By **December 1, 2019**, the District shall submit a progress report to OCR evidencing the actions it has taken to implement its Corrective Action Plan (e.g., schedule of exercise, training, and/or weightlifting facility use by each interscholastic athletic team; construction of new facilities).

### **Action Item #2 – Assignment and Compensation of Coaches**

The District agrees to provide equal athletic opportunities to members of both sexes in its interscholastic athletics program at the Avoyelles High School (the School) with respect to the assignment and compensation of coaches, as required by Title IX and its implementing regulation at 34 C.F.R. § 106.41(c)(6).

The District shall conduct an assessment to determine whether the District is providing equivalent benefits and opportunities to female and male students at the School with respect to assignment and compensation of coaches. In conducting its assessment, the District will consider: the training, experience, and professional standing of coaches at the School; and the compensation of coaches at the School.

After conducting the assessment described above, the District shall determine the extent to which any disparities exist, develop a plan to cure identified disparities in a Corrective Action Plan, and propose its methods of remedying the disparities found.

### **Reporting Requirement #1**

- a) By **September 1, 2019**, the District shall submit to OCR for review and approval a self-assessment pursuant to Action Item 2. The District shall also submit its proposed Corrective Action Plan to remedy any disparities found, including timeframes for completion of all items (if any) contained within.
- b) By **December 1, 2019**, the District shall a submit progress report to OCR evidencing the actions it has taken to implement its Corrective Action Plan (e.g., alterations to District compensation formulas for coaches).

The District understands that OCR will not close the monitoring of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulations implementing Title IX.

The District also 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 the Agreement. Further, the District understands that during the monitoring of the Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as necessary for OCR to determine whether the District has fulfilled the terms of the Agreement. Upon the District's satisfaction of the commitments made under the 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 proceeding to enforce this agreement, OCR shall give the District 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 District's representative below.

\_\_\_\_\_  
Blaine Dausat, Superintendent  
Avoyelles Parish School Board

\_\_\_\_\_  
Date