

# VOLUNTARY RESOLUTION AGREEMENT

## Deer Park Independent School District

OCR Case Number: 06-21-1284

The Deer Park Independent School District (DPISD or District) voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), Dallas Office. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the DPISD. The DPISD assures OCR that it will take the actions outlined in this Agreement 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, which prohibit discrimination based on race, color, or national origin by recipients of Federal financial assistance from the Department.

The DPISD acknowledges that, under Title VI, it has an obligation to provide equal educational opportunities to all students residing within the DPISD, and to ensure that it does not discriminate based on race, color, or national origin. The DPISD will ensure that students are not barred from enrolling in DPISD schools based on their actual or perceived citizenship or immigration status or that of their parents or guardians in violation of Title VI.

Prior to the completion of OCR's investigation, the DPISD agreed to resolve the allegations and compliance concerns identified during OCR's investigation in the above-captioned complaint pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, to resolve the identified allegations and concerns, the DPISD agrees to take the actions below to ensure compliance with Title VI.

### A. ACTION ITEMS & REPORTING REQUIREMENTS

#### **Action Item 1: Revise and Disseminate Enrollment Policy & Addenda**

The DPISD shall review and revise as needed its enrollment policy and related notices (e.g., letters from the District registrar, student registration flyers, etc.) to ensure that such documentation does not have the effect of barring or deterring enrollment of students based on the national origin of the students themselves or their parents/guardians. As part of this action item, the DPISD may choose to revise its enrollment policy and related notices to reflect that the District accepts any of those documents demonstrating proof of identity and age that are listed in the Texas Education Agency's proposed 2022–2023 *Student Attendance Accounting Handbook*, or the most current version of this document, so long as such documentation requirements do not infringe upon the District's Title VI obligations. The DPISD will prepare versions of the enrollment policy and related notices in both English and Spanish for publication on the District's website and in any other District handbooks, letters, or publications where the District's enrollment policy and related notices typically appear.

Additionally, the DPISD will prepare a public statement in both English and Spanish regarding the revised enrollment policy targeted to reach parents and guardians who may have previously been discouraged from enrolling their children in the District's schools under the District's prior enrollment policy. For example, the DPISD may plan to make this statement by placing a notice about the revised enrollment policy in local newspapers and in any local Spanish-language publications.

The DPISD will submit the English and Spanish versions of its revised enrollment policy, related notices, and prepared public statement; along with a plan for posting and disseminating such policy, notices, and statement to staff, students, parents, and guardians (hereinafter, collectively, “Enrollment Policy and Addenda”); to OCR for review and approval.

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

- a. **By October 31, 2022**, the DPISD shall review and revise its Enrollment Policy and Addenda pursuant to Action Item 1 and submit such documentation to OCR for review and approval.
- b. **Within 15 calendar days of OCR’s approval** of the revised Enrollment Policy and Addenda, the DPISD will provide OCR with documentation demonstrating that the District has published and disseminated the approved versions of such documents as appropriate, according to the District’s plan approved by OCR. This documentation will include, but not be limited to, documentation regarding how the District notified staff, students, parents, and guardians of the revised enrollment policy; a link to the District’s website where the revised enrollment policy is published; and a copy of each District handbook and publication where the revised enrollment policy appears. The District will also submit documentation showing that it made the approved public statement about the revised enrollment policy and how and where the statement was published.

### **Action Item 2: Provide Training regarding Enrollment Policies, Practices, & Procedures**

The DPISD will develop and submit to OCR for review and approval proposed training regarding the District’s obligations under Title VI. Such training shall include a discussion of Title VI’s prohibition against discrimination based on race, color, or national origin with respect to student enrollment, and shall include information regarding the District’s revised enrollment policy, with an emphasis on any changes to the requirements for demonstrating proof of age and identity, particularly with respect to Social Security cards and state-issued birth certificates. The DPISD shall ensure that such training addresses the appropriate, non-discriminatory manner of communicating such requirements to students and parents with limited proficiency in English.

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

- a. **By November 30, 2022**, the DPISD will provide OCR with the proposed training materials to be used or distributed during the training pursuant to Action Item 2; including any speaker’s notes; and the name, title, and qualifications of the trainer(s).
- b. **Within 30 calendar days of OCR’s written notification** that the proposed training complies with the requirements of Title VI and this Agreement, the DPISD will provide OCR with documentation demonstrating that the District has conducted the training pursuant to Action Item 2 for all staff who are in any way involved in the student enrollment process. This documentation will include, but not be limited to, the date, time, and location of the training; the topics addressed at the training; copies of agendas, handouts, and materials distributed to training participants; the name(s), title(s), and qualifications of the

individual(s) who conducted the training; and sign-in sheets with the name and title of each employee who participated in the training, and, if applicable, the school to which each employee is assigned.

**B. GENERAL PROVISIONS**

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.

The District understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the District is in compliance with the terms of this Agreement and the statute and regulations at issue in this case.

The District understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings to enforce the specific terms of the Agreement and the applicable statute and regulations. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 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.

\_\_\_\_\_  
Superintendent Stephen Harrell  
Deer Park Independent School District

\_\_\_\_\_  
Date