



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE FOR CIVIL RIGHTS -- REGION VII

July 15, 2014

XXXXX X. XXXXX
XXXXX, XXXXX, XXXXX, LLC
XXXXX XXXXX XXXXX XXXXX
XXXXX XXXXX
XXXXX, XXXXX XXXXX

Re: OCR Docket # 07121078

Dear Mr. XXXXX:

On December 21, 2011, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received a complaint against your client, the Lafayette C-1 School District (District), Higginsville, Missouri, alleging discrimination on the basis of race (XXXXXX XXXXX). This letter confirms the District voluntarily submitted a Resolution Agreement (Agreement) to resolve this complaint.

In the complaint and during a telephone conversation with an OCR staff member, the complainant specifically alleged the following:

1. The District discriminated against and harassed his son because of his race when the XXXXX verbally abused his son, including using a racial epithet, XXXXX XXXXX, and the District failed to take prompt, remedial action; and
2. The District failed to promptly investigate the complainant's complaint or follow the District's internal grievance procedure.

OCR is responsible for enforcing Title VI of the Civil Rights Act of 1964 (Title VI), 42 United States Code (U.S.C.) § 2000(d), and its implementing regulation, 34 Code of Federal Regulations (C.F.R) 34 Part 100. Title VI prohibits discrimination on the basis of race, color, or national origin by recipients of Federal financial assistance.

As a recipient of Federal financial assistance from the Department, the District is subject to Title VI. Additional information about the laws OCR enforces is available on our website at www.ed.gov/ocr.

Prior to the completion of OCR's investigation, the District submitted a signed Agreement (copy enclosed) on July 15, 2014, that, when fully implemented, will address the allegations of this complaint. OCR considers this complaint resolved effective the date of this letter

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and will monitor the District's implementation of the Agreement. If the District fails to fully implement any of the provisions in the Agreement, OCR may resume its investigation or take other action. When OCR concludes the District has fully implemented the terms of the Agreement, OCR will close the complaint.

This letter sets forth OCR's determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public. The complainant may have the right to file a private suit in federal court whether or not OCR finds a violation.

Thank you for your assistance and efforts to resolve voluntarily this complaint. If you have any questions, please contact XXXXX XXXXX, Equal Opportunity Specialist, at (816) 268-XXXX (voice) or (877) 521-2172 (telecommunications device for the deaf), or by email at XXXXX.XXXXX@ed.gov.

Sincerely,

/s/ Karl Menninger

Karl Menninger
Supervisory Attorney

Enclosure

cc: Dr. Chris Nicastro
Commissioner of Education