

RESOLUTION AGREEMENT
Lafayette County C-1 School District
OCR Docket Number 07121078

The Lafayette County C-1 School District (District), Higginsville, Missouri, submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), to resolve the allegations of discrimination based on race against the District in this complaint, and to ensure compliance with 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.

The District is resolving this complaint during OCR's investigation pursuant to Section 302 of OCR's *Case Processing Manual*.¹ Therefore, OCR has not made any findings of fact or law, or issued a final determination with respect to this complaint. The District agrees to take the following actions, but nothing contained in this Agreement shall be construed to constitute an admission on the part of the District to any of the allegations in this complaint.

The District agrees to the following:²

TRAINING

- 1) By September 1, 2014, the District will provide training on the subject of discrimination, harassment, and retaliation to administrators or officials, teachers, paraprofessionals, counselors, coaches, and the designated coordinator and investigator(s). The training will be conducted by an individual(s) knowledgeable about the laws and issues pertaining to discrimination and harassment by students, employees, and third parties, and the training will include the following:
 - a) an explanation of what constitutes discrimination and harassment, including student-on-student harassment involving demeaning jokes, taunting, and derogatory remarks based on a protected status (race, national origin, disability, sex, and age)
 - b) a statement that the District does not tolerate discrimination or harassment of any kind and retaliation; and
 - c) an explanation of how to report discrimination, harassment and retaliation, including the District's revised grievance and investigative procedures.

¹ OCR's *Case Processing Manual* may be accessed at <http://www2.ed.gov/about/offices/list/ocr/docs/ocrcpm.html>.

² OCR has not addressed the District's anti-discrimination, including anti-harassment and anti-retaliation, policies and grievance procedures in this Agreement because these policies and procedures have been addressed in a previous OCR complaint (OCR Docket Number 07091068).

REPORTING REQUIREMENT:

By September 30, 2014, the District will provide OCR documentation showing it has completed the training required by the item 1. The documentation must identify:

- a) the date, time, and location of the training;
 - b) the topics addressed at the training (the District may provide OCR an outline of the training and copy of the materials disseminated at the training);
 - c) the name(s), title(s), and credentials of the individual(s) who conducted the training; and
 - d) the name, title, and work location of each employee who attended the training (a sign-in sheet with the attendees' names, signatures, titles, and work locations is sufficient).
- 2) The District will maintain documentation of each training session, in a centralized file in the District's school and administrative office.
- 3) By September 1, 2014, the District will provide training with respect to the investigation of discrimination, harassment and retaliation complaints to all District officials and staff responsible for conducting investigations of discrimination, harassment, and retaliation complaints, including the designated coordinator(s). At a minimum, the training shall include the applicable legal standards, the duty of staff to promptly refer to the applicable compliance coordinator verbal or written complaints of discrimination, including harassment and retaliation, the District's investigatory procedures, interview techniques, privacy and confidentiality issues, appropriate interim measures, making findings and preparing a report, taking appropriate and timely actions, including discipline if warranted, and notifying the complainant of the outcome or disposition of the investigation at each stage.

REPORTING REQUIREMENT:

By September 30, 2014, the District will provide OCR documentation showing it has completed the training required by the item 2. The documentation must identify:

- a) the date, time, and location of the training;
- b) the topics addressed at the training (the District may provide OCR an outline of the training and copy of the materials disseminated at the training);

- c) the name(s), title(s), and credentials of the individual(s) who conducted the training; and
- d) the name, title, and work location of each employee who attended the training (a sign-in sheet with the attendees’ names, signatures, titles, and work locations is sufficient).

This Agreement does not address the District’s anti-discrimination, including anti-harassment and anti-retaliation, policies and grievance procedures because these policies and procedures have been addressed in a previous OCR complaint (OCR Docket Number 07091068).

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title VI, which was at issue in this case. 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 and is in compliance with the regulation implementing Title VI, which was at issue in this 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 this Agreement, OCR shall give the District written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

The person signing for the District represents that he or she is authorized to bind the District to this Agreement.

 /s/Dan Figg, Superintendent
Signature and Title for the District

 7-15-14
Date