

RESOLUTION AGREEMENT
Smithville R-II School District
OCR Docket Number 07141079

The Smithville R-II School District (District), Smithville, Missouri, submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), to resolve OCR Case No. 07141079, and to ensure compliance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, and its implementing regulation, 34 C.F.R. Part 100 (Title VI), which prohibit discrimination on the basis of race, color or national origin by recipients of Federal financial assistance. Prior to the completion of OCR's investigation, the District asked to resolve the complaint pursuant to Section 302 of OCR's *Case Processing Manual*.

Accordingly, the District voluntarily agrees to take the following actions:

1. If the Complainant enrolls the Student in the District during the 2017-2018 school year:
 - a. within fifteen (15) calendar days of the Student's enrollment, the District will consult with the Complainant and identify, in writing, a contact person at the Student's school, such as a counselor, who can receive reports of incidents of harassment, answer questions regarding parental communication and assist the Complainant and the Student with any other concerns. The District will ensure that the individual identified to be the contact person pursuant to this paragraph is knowledgeable of the District's obligation to appropriately address harassment. By letter or email, the District will notify the Complainant of the contact person's name, telephone number and email address; and
 - b. upon notice of the possible harassment of the Student, the District will conduct a prompt, thorough and impartial inquiry designed to reliably determine what occurred. If harassment occurred, the Recipient will take timely action to stop the harassment, prevent its recurrence, including by taking escalating steps in response to related incidents of harassment, and, as appropriate, remedy the effect of the harassment on the Student.

REPORTING REQUIREMENT: By September 30, 2017, the District will provide OCR documentation showing it has provided the Complainant and the Student a contact person and provided the contact information described above.

2. By October 31, 2017, and annually thereafter, the District will provide training to all Smithville School District administrators, teachers, and counselors regarding discrimination and harassment on the basis of race and/or national origin. Such training may be in the form of online courses. The training must address, but should not be limited to:
 - a. the District's policies and procedures regarding discrimination and harassment on the basis of race and/or national origin;
 - b. what constitutes racial/national origin discrimination and harassment;

- c. how to recognize racial/national origin discrimination and harassment;
- d. how to respond to suspected or known racial/national origin discrimination and harassment, including when an employee is required to report discrimination and or harassment and to whom the harassment should be reported;
- e. how to respond to student complaints of racial/national origin discrimination and harassment, including complaints of racial name-calling; and
- f. who in the District to contact with questions regarding racial/national origin discrimination and harassment or the District's process for reporting or addressing discrimination and harassment.

REPORTING REQUIREMENT: By November 30, 2017, the District will provide OCR documentation showing it has completed the training described in item 2. The District is not obligated to provide documentation of subsequent staff training unless OCR requests that documentation. The documentation must identify the:

- a. date and location of the training;
 - b. topics addressed at the training (an outline of the training and/or copy of the materials disseminated at the training is sufficient);
 - c. name(s), and title(s), of the individual(s) who conducted the training; and
 - d. name, title, and work location of each individual who attended the training (a sign-in sheet with attendees' names, titles, and work locations is sufficient).
3. By December 31, 2017, and annually thereafter, the District will provide training to all Smithville Middle School and Smithville High School students regarding discrimination and harassment on the basis of race/national origin. Such training may be conducted by building administrators at a student assembly during the school year. The training must address, but should not be limited to:
- a. the District's prohibition on racial/national origin discrimination and harassment;
 - b. what constitutes racial/national origin discrimination and harassment;
 - c. how and to whom a student may report racial/national origin discrimination and harassment;
 - d. the District's obligation to investigate and remedy racial/national origin discrimination and harassment of which it has notice; and
 - e. the disciplinary consequences for harassing another student on the basis of race/national origin.

