

August 26, 2014

XXXXXX XXXXXX
XXXXXX, XXXXXX & XXXXXX
XXXXXX XXXXXX XXXXXX, XXXXXX XXXXXX
XXXXXX, XXXXXX XXXXXX

Re: OCR Docket # 07141101

Dear XXXXXX XXXXXX:

On March 6, 2014, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received a complaint against the Muskogee Public Schools (District), Muskogee, Oklahoma, alleging discrimination on the basis on race. This letter is to confirm the District has voluntarily submitted a Resolution Agreement (Agreement) to resolve this complaint.

The Complainant alleged the District discriminated against her daughter on the basis of race (African American) by creating a hostile environment when XXXX XXXX, and District officials failed to take prompt and effective action to remediate the hostile educational environment.

OCR is responsible for enforcing 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.

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 <http://www.ed.gov/ocr>.

Prior to the completion of OCR's investigation, the District submitted a signed Agreement (copy enclosed) on August 26, 2014, that, when fully implemented, will address the allegation of this complaint. The Agreement requires the District to: develop a complaint and/or grievance procedure to provide for prompt and equitable resolution of complaints alleging discrimination, harassment, and retaliation on the bases of race, color, national origin, disability, sex, and age; provide Title VI training to District employees, including racial harassment training; provide training regarding the investigation of racial harassment complaints to all District officials and staff responsible for conducting investigations of racial harassment complaints; and offer counseling services to the complainant's daughter for the assessment and/or treatment of the effects of the XXXX XXXX, XXXX incident. Please consult the Agreement for further details.

OCR considers the allegations of this complaint resolved effective the date of this letter and will monitor the District's implementation of the Agreement. When OCR concludes the District has fully implemented the terms of the Agreement, OCR will close the complaint. If the District fails to carry out the Agreement, OCR may resume the investigation.

This resolution letter and Agreement set 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.

OCR is committed to prompt and effective service. If you have any questions, please contact Julie Murphy, Equal Opportunity Specialist, (816) 268-0577 (voice) or (877) 521-2172 (telecommunications device for the deaf), or by email at julie.murphy@ed.gov.

Sincerely,

/s/

Joshua Douglass
Supervisory Attorney

Enclosure

cc: Janet Barresi
Commissioner of Education