

RESOLUTION AGREEMENT

Blue Springs R-IV School District
OCR Docket Number 07141102

The Blue Springs R-IV School District (District), Blue Springs, Missouri, submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), in order to resolve the allegations against the District in OCR Docket No. 07141102, and to ensure compliance with Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d, and its implementing regulation, 34 C.F.R. Part 100. The Title VI regulation prohibits 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 entered into this Agreement to resolve the allegations in this complaint pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, to ensure compliance with Title VI and/or its implementing regulations and to resolve the allegations of this complaint and any other issues identified by OCR during the course of its investigation of this complaint, the District voluntarily agrees to take the following actions:

I. GENERAL PROVISIONS

This Agreement resolves the allegations in OCR Docket No. 07141102 and does not constitute an admission by the District of any violation of Title VI, or any other law.

This Agreement shall become effective upon the District's receipt of a letter from OCR advising the District that this Agreement resolves the allegations made in OCR Docket No. 07141102.

OCR agrees to discontinue its investigation of OCR Docket No. 07141102 based upon the District's commitment to take the actions specified in this Agreement which, when fully implemented, will resolve the allegations in this case and any other issues identified by OCR during the course of its investigation.

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 necessary for OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI; provided that any contact with or request of the District by OCR be communicated through the District's attorneys assigned to this case.

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 regulations implementing Title VI which were at issue in this

case. OCR will consider the District to have fulfilled the terms of this Agreement and to be in compliance with the regulations implementing Title VI upon OCR's determination that the District has completed the Reporting Requirements listed below in Section II.

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.

II. RESOLUTION PROVISIONS

1. Training

Within 120 calendar days from the date this agreement is executed, the District will provide training on the subject of race discrimination and harassment to District officials and staff, including but not limited to, administrators or officials, teachers, paraprofessionals, counselors, and any other individuals who may have interaction with students. The training will be conducted by an individual(s) knowledgeable about the laws and issues pertaining to Title VI. The District's training will include, at a minimum the following topics and activities:

- (a) Title VI's prohibition against discrimination, including harassment;
- (b) what conduct constitutes racial discrimination and harassment;
- (c) the District's racial discrimination and harassment policy;
- (d) what District employees should do if a student complains of racial discrimination and/or harassment by another student, a District employee, or a third party;
- (e) what District employees should do if they witness racial harassment of a student by another student, a District employee, or a third party;
- (f) the District's process for investigating and resolving racial harassment complaints;

- (g) Title VI's prohibition on retaliation against a student or other individual who files a racial discrimination/harassment complaint; and
- (h) Title VI complaint investigation; and who to contact with questions about the District's process for reporting or addressing student complaints of race discrimination, including racial harassment.

REPORTING REQUIREMENT: By December 31, 2014, the District will provide OCR documentation showing it has completed the training described above for the 2014-15 school year. The documentation must identify: a) the date(s) and time(s) of the training; b) the topics addressed at the training(s) (the District may provide OCR an outline of the training and a 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 and title of each District administrator or employee who attended the training (a sign-in sheet with the attendees' names and titles is sufficient). OCR may be available to provide technical assistance and training to the District upon request.

2. Climate Survey

By October 31, 2014, the District will consult with OCR to develop a school climate survey for students in grades six through eight and for all District administrators, counselors and instructional staff responsible for grades six through eight to assess the presence and effect of harassment, including race-based harassment, at the District in grades six through eight. The survey will be administered by December 31, 2014. The District will review the results of the survey within 60 days of its administration. Based on a review of the results of the surveys the District will work in good faith to determine appropriate corrective actions by the District to address all climate issues related to harassment, including race-based harassment, identified

through the surveys and the analysis. The corrective action, if necessary, will be implemented within 60 days of the completion of the survey review.

REPORTING REQUIREMENT: Beginning on January 1, 2015, and until August 1, 2015, the District will provide OCR with 90-day status reports regarding the development, administration and analysis of the climate survey, as well as the implementation of corrective actions, if necessary. The implementation of the corrective actions, if necessary, will occur no later than August 1, 2015.

_____/s/_____
Deputy Superintendent Scott Young
Blue Springs R-IV School District
Blue Springs, Missouri

September 3, 2014 _____
Date