



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE FOR CIVIL RIGHTS -- REGION VII

September 19, 2014

Dr. Pam Deering, Superintendent  
Midwest City-Del City Public Schools  
7217 S.E. 15th Street  
Midwest City, Oklahoma 73110

Re: OCR Docket # 07141116

Dear Superintendent Deering:

On March 24, 2014, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received a complaint alleging discrimination on the basis of race against the Midwest City-Del City Public Schools (District), Midwest City, Oklahoma. This letter is to confirm the District has voluntarily submitted a Resolution Agreement (Agreement) to resolve this complaint.

The complainant alleged that the District discriminated against her son on the basis of race (bi-racial) by failing to stop and adequately address racial harassment of her son by other students, resulting in a racially hostile environment.

OCR is responsible for enforcing Title VI of the Civil Rights Act of 1964 (Title VI), 42 United States Code (U.S.C.) § 2000d, and its implementing regulation, 34 Code of Federal Regulations (C.F.R.) 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 <http://www.ed.gov/ocr>.

During the investigation, OCR reviewed the District's combined notice of nondiscrimination and determined it does not notify students, parents and others that the District provides equal access to the Boy Scouts of America and other designated youth groups. Prior to the completion of OCR's investigation, the District submitted a signed Agreement (copy enclosed) on September 18, 2014, that, when fully implemented, will address the allegation of this complaint. The Agreement requires the District to: revise its current notice of nondiscrimination; provide anti-harassment training to all students in grades six through 12, with an emphasis on racial harassment; provide District staff with Title VI training, including racial harassment training; provide training regarding the investigation of racial harassment complaints to District staff; develop and conduct a school climate survey to assess the

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presence and effect of harassment, including racial harassment; create a plan for improving its record-keeping for instances of racial harassment; provide instruction to District staff regarding its record-keeping for instances of racial harassment; and identify a District staff person who will serve as a contact for the Student. Please consult the Agreement for further details.

OCR considers the allegation 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 XXXXX XXXXX, Attorney, (816) 268-XXXX (voice) or (877) 521-2172 (telecommunications device for the deaf), or by email at [XXXXX.XXXXX@ed.gov](mailto:XXXXX.XXXXX@ed.gov).

Sincerely,

/s/ Joshua Douglass

Joshua Douglass  
Supervisory Attorney

Enclosure

cc: Janet Barresi  
Oklahoma Commissioner of Education