

RESOLUTION AGREEMENT
Ash Grove R-IV School District
Complaint Number 07151010

The U.S. Department of Education, Office for Civil Rights (OCR), and the Ash Grove R-IV School District (District), Ash Grove, Missouri, enter into this Resolution Agreement (Agreement) to resolve the allegations in the above-referenced complaint. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the District. The District assures OCR that it will take the following actions to comply with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 United States Code (U.S.C.) § 1681, and its implementing regulation, 34 Code Federal Regulations (C.F.R.) § 106, and 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.

Prior to the completion of OCR's investigation, the District agreed to resolve the issues of this investigation, pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, to resolve the issues of this investigation, the District agrees to take the following actions:

RACE DISCRIMINATION TRAINING

1. The District will provide training on the requirements of Title VI to District administrators who have the authority to administer exclusionary discipline to Ash Grove Elementary School Students. At a minimum, the training must address:
 - a. the Title VI prohibitions against discrimination, including harassment, on the bases of race, color, and national origin;
 - b. what employees should do if a student or parent complains of race, color, or national origin discrimination or harassment by a District student, employee, or third party;
 - c. the Title VI prohibitions on retaliating against a student or other individual who files a complaint alleging discrimination or harassment on the basis of race, color, or national origin, and on retaliating against a student or other individual who participates in a Title VI complaint investigation; and
 - d. the name and contact information of the individual(s) to whom employees should direct questions about the District's process for addressing complaints made by, or on behalf of, students alleging race, color, or national origin discrimination or harassment.

Reporting Requirement: By March 1, 2018 the District will provide OCR documentation showing it has complied with item 1 of this Agreement for the 2017-18 school year. The documentation must identify and include:

- a. the name and title of the individual(s) who conducted the training;
- b. the date, time, and location of the training;
- c. the topics addressed at the training;

- d. a copy of any materials distributed at the training; and
- e. sign-in sheets with the name and title of each individual who participated in the training.

SEXUAL HARASSMENT TRAINING

- 2. By September 1, 2018 the District will provide training to all staff responsible for processing complaints made by or on behalf of District students alleging sexual harassment. The training will be conducted by an individual with appropriate expertise on the issue. At a minimum, the training will address the following:
 - a. Title IX’s prohibition against discrimination on the basis of sex, including sexual harassment;
 - b. what conduct constitutes sexual harassment;
 - c. what employees should do if a student complains of sexual harassment by another student, a District employee, or a third party, or a student’s parent/guardian complains his or her child was sexually harassed by another student;
 - d. what employees should do if they witness sexual harassment of a student by another student, a District employee, or a third party;
 - e. age appropriate methods for investigating and resolving sexual harassment complaints; and
 - f. Title IX’s prohibition on retaliating against students and other individuals because they filed a sexual harassment complaint or participated in a Title IX complaint investigation.

Reporting Requirement: By September 1, 2018 the District will provide OCR documentation showing it has complied with item 2 of this Agreement for the 2017-18 school year. The documentation must identify and include:

- a. the name and title of the individual(s) who conducted the training;
- b. the date, time, and location of the training;
- c. the topics addressed at the training;
- d. a copy of any materials distributed at the training; and
- e. sign-in sheets with the name and title of each individual who participated in the training.

The District does not need to submit documentation to OCR regarding subsequent annual training sessions contemplated by item 2 of this Agreement unless OCR requests such information from the District.

NOTICE OF NONDISCRIMINATION

3. By March 1, 2018 the District will revise the notice of nondiscrimination contained in its student handbooks. The revised notice will include the following additional bases of nondiscrimination: a) color; b) national origin; c) age; d) include a statement that the District provides equal access to the Boy Scouts and other designated youth groups. The revised notice should also provide contact information for OCR’s regional office in Kansas City, Missouri as follows: U.S. Department of Education, Office for Civil Rights, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, Missouri 64106; Phone: (816) 268-0550 or 877-521-2172 telecommunications device for the deaf; and [Email: OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov).

Reporting Requirement: By March 1, 2018 the District will post its revised notice of nondiscrimination on the District’s website in its electronic handbooks and provide OCR a link to the specific webpage on which the notice is posted.

Reporting Requirement: By March 1, 2018 the District will update its student handbooks to include its revised notice of nondiscrimination and provide OCR a copy of the updated handbooks.

INDIVIDUAL REMEDY

4. By March 1, 2018, the District will expunge the Student’s records of any reference to the XXXXX XXXXX, XXXXX occurrence and all disciplinary actions taken against the Student regarding the XXXXX XXXXX, XXXXX occurrence.

Reporting Requirement: Within 15 calendar days of implementing item 4 of this Agreement, the District will provide OCR a copy of the Student’s paper and electronic student records that have been expunged in accordance with item 4 of this Agreement.

The District understands that by signing this Agreement, it agrees to provide the foregoing 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 Title IX of the Education Amendments of 1972 (Title IX), 20 United States Code (U.S.C.) § 1681, and its implementing regulation, 34 Code Federal Regulations (C.F.R.) § 106, and 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. Upon completion of the obligations under this Agreement, OCR shall close this complaint.

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 sixty (60) calendar days to cure the alleged breach.

The Agreement will become effective immediately upon the signature of the District's representative below.

For the District:

/s/ Superintendent
Dr. XXXXX XXXXX, Superintendent
Ash Grove R-IV School District

2/9/18
Date