

**RESOLUTION AGREEMENT**  
**Okmulgee Public Schools**  
**Docket # 07171079**

The U.S. Department of Education, Office for Civil Rights (OCR), and the Okmulgee Public Schools (District), Okmulgee, Oklahoma, enter into this Resolution Agreement (Agreement) to resolve the allegation in the above-referenced complaint. The District agreed to resolve the complaint prior to the completion of OCR's investigation pursuant to Section 302 of OCR's *Case Processing Manual*. 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 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.

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.

1. By \_\_\_\_\_, the District will provide racial harassment training to District administrators, counselors, and teachers. The training will be conducted by an individual with appropriate expertise on the issue of racial harassment. At a minimum, the training will address the following:
  - a. Title VI's prohibition against race discrimination, including racial harassment;
  - b. what conduct constitutes racial harassment;
  - c. what District employees should do if a student complains of racial harassment by another student, a District employee, or a third party;
  - d. what District employees should do if they witness racial harassment of a student by another student, a District employee, or a third party;
  - e. the District's process for investigating and resolving racial harassment complaints;
  - f. Title VI's prohibition of retaliation against a student or other individual who files a racial harassment complaint or participates in a Title VI complaint investigation; and
  - g. whom to contact with questions about the District's process for reporting or addressing student complaints of race discrimination, including racial harassment.

REPORTING REQUIREMENT: By \_\_\_\_\_, the District will submit to OCR documentation showing it has provided the training described in item 1 of this Agreement. The documentation must identify and include:

- a. the name, title, and qualifications of the individual(s) who conducted the training;

- b. the date, time, and location of the training;
  - c. an outline of the content of the training;
  - d. a copy of any materials distributed to the training participants; and
  - e. sign-in sheets with the name and title of each employee who participated in the training and, if applicable, the name of the school in which each employee works.
2. By \_\_\_\_\_, the District will provide training to all individuals in the District who are responsible for investigating reports of racial harassment on how to conduct prompt and thorough investigations of reports of racial harassment and how to document the investigation and findings. The training will be provided by someone with appropriate expertise on the topic of racial harassment.

REPORTING REQUIREMENT: By \_\_\_\_\_, the District will submit to OCR documentation showing it has provided the training described in item 2 of this Agreement. The documentation must identify and include:

- a. the name, title, and qualifications of the individual(s) who conducted the training;
- b. the date, time, and location of the training;
- c. an outline of the content of the training;
- d. a copy of any materials distributed to the training participants; and
- e. sign-in sheets with the name and title of each employee who participated in the training and, if applicable, the name of the school in which each employee works.

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 are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with 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. Upon completion of the obligations under this Agreement, OCR shall close this case.

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.

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

/s/ Superintendent

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Superintendent

10-2-17

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Date