

RESOLUTION AGREEMENT
Grain Valley R-V School District
Docket # 07161101

The U.S. Department of Education, Office for Civil Rights (OCR) and the Grain Valley R-V School District (the District) enter into this agreement to resolve the allegation 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 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 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.

I. RESOLUTION PROVISIONS

A. Training

Within 90 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:

- i. Title VI's prohibition against discrimination, including harassment;
- ii. conduct constituting racial discrimination and harassment;
- iii. the District's racial discrimination and harassment policy;
- iv. the steps District employees will take if a student complains of racial discrimination and/or harassment by another student, a District employee, or a third party;
- v. the steps District employees should take if they witness racial harassment of a student by another student, a District employee, or a third party;
- vi. the District's process for investigating and resolving racial harassment complaints;
- vii. Title VI's prohibition of retaliation against a student or other individual who files a racial discrimination/harassment complaint; and,

- viii. Title VI complaint investigations, including 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, 2017, the District will provide OCR documentation showing it has completed the training described above for the 2017-18 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).

B. Climate Survey

Within 60 days of this Agreement, the District will develop and submit for OCR's review and approval a school climate survey for students in grades six through eight as well as for all District administrators, counselors and instructional staff responsible for grades six through eight in order to assess the presence and effect of harassment, including race-based harassment, at the District in these grades. The survey will be administered by December 31, 2017. The District will review the results of the survey within 60 days of its administration. Based on a review of the results of the survey 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 survey and the analysis. Any corrective action will be implemented within 60 days of the completion of the survey review.

Reporting Requirement: Beginning on January 1, 2018, and continuing until September 1, 2018, 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 September 1, 2018.

C. Individual Relief

The District will notify the Complainant in writing of the immediate availability of a District school psychologist to assess the impact of racial harassment upon the Complainant's son and daughter. The notification shall inform the Complainant that the District's psychologist is available to provide ongoing counseling services to the Complainant's son and daughter. The letter shall also invite the Complainant to confer with High School administrators to select a District employee to whom the Complainant's son and/or daughter may direct complaints or concerns regarding racial harassment or discrimination.

Reporting Requirement: Within 10 days of signing this Agreement, the District will provide OCR with evidence documenting that it has notified the Complainant in compliance with item C above.

II. GENERAL PROVISIONS

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 and its implementing regulation at 34 C.F.R. §100.3. 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/ Marc Snow
Marc Snow, Superintendent
Grain Valley R-V School District

09/26/2017
Date