

RESOLUTION AGREEMENT

Union Public Schools
OCR Case Number 07-19-1082

Union Public Schools (District), Tulsa, Oklahoma, submits this Resolution Agreement (Agreement) to the U.S. Department of Education (Department), Office for Civil Rights (OCR), to resolve the allegations of discrimination based on race against the District in the above-referenced complaint, 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 at 34 C.F.R. Part 100, which prohibits discrimination on the basis of race, color, or national origin by recipients of Federal financial assistance from the Department.

Before OCR completed its investigation, the District agreed to resolve this matter pursuant to Section 302 of OCR's *Case Processing Manual*.¹ Nothing contained in this Agreement shall be construed to constitute an admission on the part of the District with regard to any of the allegations in this complaint.

The District agrees to take the following actions:

1. For the 2019-2020 school year, the District will conduct a self-evaluation that tracks and identifies how the Union Sixth/Seventh Grade Center (Center) handles and processes complaints of racial harassment. The District will generate a report at the end of each semester during the 2019-2020 school year that details the Center's handling of each racial harassment complaint received by the District during the 2019-2020 school year. The District will review each report in a timely manner and if the District identifies problems with the Center's response to complaints of racial harassment, the District will formulate a plan to respond to such problems in a timely manner.

REPORTING REQUIREMENT: By January 24, 2020 and June 26, 2020

respectively, the District will submit to OCR a report for each semester completed. Each report will reflect the information the District reviewed, any problems identified, and any plan developed to respond to identified problems.

2. The District will ensure District personnel responsible for responding to, investigating, or reviewing complaints of racial harassment and/or bullying are effectively and appropriately trained regarding the District's policies and procedures, and how to identify possible incidents of unlawful discrimination and harassment.

REPORTING REQUIREMENT: By September 15, 2019, the District will provide documentation to OCR demonstrating the training required by Item 2 of the Agreement was provided to District personnel. The documentation must include: the date(s) of the training; the name(s) and credentials of the presenter(s); copies of any materials used

¹ The *Case Processing Manual* is available on OCR's website at <http://www2.ed.gov/about/offices/list/ocr/docs/ocrepm.pdf>.

during the training, including any handouts, guides or other materials; and sign-in sheets showing which District personnel attended the training.

3. **Within 10 days** of signing this Agreement, the District shall provide written notice to the Complainant stating that the District will take all steps reasonably necessary to ensure that the Student is not subjected to harassment on any basis, including race-based harassment, or a hostile environment on the basis of race on District grounds and during District-sponsored activities. The notice shall provide a name, title, address, phone number, and email address of the person the Complainant and the Student may contact at Union Public Schools to report complaints or concerns regarding racial harassment or discrimination.

Reporting Requirement: Within 10 days of completing item 3 above, the District will provide OCR with evidence demonstrating it has notified the Complainant in compliance with item 3.

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.

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. 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 the regulations implementing Title VI, which were at issue in 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 60 (sixty) calendar days to cure the alleged breach.

The person signing for the District represents that he/she is authorized to bind the District to this Agreement. This Agreement will become effective immediately upon the signature of the District's representative below.

/S/

7/10/2019

Representative for
Union Public Schools

Date