

RESOLUTION AGREEMENT

Paramount Academy (Arizona) Case Number 08-17-1419

Paramount Academy (School) enters 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 School. The School assures the U.S. Department of Education, Office for Civil Rights (OCR) that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act of 1964 and its implementing regulation at 34 Code of Federal Regulations Part 100.

During the course of OCR's investigation, the Academy indicated its willingness to take steps necessary to ensure compliance with Title VI. The Agreement requirements are aligned with the identified issues and consistent with Title VI's regulatory requirements. The Academy's decision to enter into this agreement is not an admission of liability or wrongdoing, nor shall it be construed as such.

1. The School will expunge from Student's records all discipline associated with the XXX, 2017 incident, including the XXX imposed as a result thereof. This does not impact any other discipline imposed by the School, including a behavior contract resulting from other acts.

REPORTING REQUIREMENT: By January 31, 2018, the School will provide OCR, for OCR's approval, documentation that it has made this expungement. The School will fully and promptly address any comments by OCR and will continue to modify the documentation until it receives final OCR approval.

2. The School will deem the XXX, 2017 incident between the Student and a classmate, and the Student and Complainant's report of that incident, to be a grievance of potential racial harassment and investigate and respond to that grievance pursuant to the School's Notice of Non-discrimination & Grievance Procedure.

REPORTING REQUIREMENT: By January 31, 2018, the School will provide OCR, for OCR's approval, documentation that it has investigated and responded to this report pursuant to the School's Notice of Non-discrimination & Grievance Procedure. The School will fully and promptly address any comments by OCR and will continue to modify the documentation until it receives final OCR approval

3. The School will provide training to all staff, including administrators, teachers, and related service providers, addressing:
 - a. The fact that retaliation is a prohibited form of discrimination;
 - b. The School's prohibitions against retaliation, including its revised grievance procedure;
 - c. Examples of prohibited retaliation; and
 - d. Ways to avoid engaging in prohibited retaliation.

REPORTING REQUIREMENT A: Within 90 days of this Agreement, the School will provide OCR, for OCR's approval, its draft training materials; identify who will be providing the training, by name, title, and qualifications; and provide a list of personnel required to participate in the training, by name and title. The School will fully and promptly address any comments by OCR and will continue to modify the materials, trainers, or personnel list until it receives final OCR approval.

REPORTING REQUIREMENT B: Within 60 days of OCR's approval, the School will provide documentation demonstrating that the training was provided and a copy of the training sign-in sheets.

The School 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. Sections 100.9, 100.10), or judicial proceedings to enforce this Agreement, OCR will give the School written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

The School 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 School understands that, during the monitoring of this Agreement, if necessary, OCR may visit the School, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the School has fulfilled the terms of this Agreement and is in compliance with Title VI and its implementing regulations. Upon completion of the obligations under this Agreement, OCR will close this case.

/s/

January 10, 2018

Paramount Academy

Date

By:

Its: