

**Voluntary Resolution Agreement  
Lake Havasu Unified School District  
OCR Case Number 08-18-1090**

In order to resolve the allegations in Case No. 08-18-1090, filed against the Lake Havasu Unified School District (District) and opened for investigation by the U.S. Department of Education, Office for Civil Rights (OCR) pursuant to Title IX of the Education Amendments of 1972 (Title IX), and its implementing regulation at 34 C.F.R. Part 106, the District agrees to take the actions outlined in this Resolution Agreement. The District's decision to enter into this agreement is not an admission of liability or wrongdoing, nor shall it be construed as such.

**REQUIRED ACTIONS:**

1. Sexual Harassment Policy and Procedures: The District will review and revise, as appropriate, its policies and procedures, for responding to sexual harassment complaints, so that the policies and procedures are prompt and equitable, and are compliant with Title IX and its implementing regulation. The revised policies and procedures will ensure the District, at a minimum: 1. Provides notice of the District's grievance procedures, include how to file a complaint, to students, parents, and employees; 2. Applies the grievance procedures to complaints filed by students or parents alleging sexual harassment carried out by employees, other students, or third parties; 3. Ensures an adequate, reliable, and impartial investigation of complaints, including the opportunity to present witnesses and other evidence; 4. Designates and follows a reasonably prompt time frame for major stages of the complaint process; 5. Notifies the parties of the outcome of the complaint; and 6. Provides assurance that the school will take steps to prevent recurrence of sexual harassment and to remedy its discriminatory effects, as appropriate.

**REPORTING REQUIREMENTS:**

- By March 1, 2018, the District will submit to OCR for review and approval the District's draft policies and procedures for responding to sexual harassment complaints.
- Within 60 days of OCR's approval of the District's sexual harassment policies and procedures, the District will adopt the approved policies and procedures, and provide notice of these to District staff, parents and students. The notice may be accomplished by placing information regarding the sexual harassment policies and procedures, in school newsletters and the District's website with links to these posted on its website.
- Within 60 days of board adoption of the OCR's approved sexual harassment policies and procedures, the District will provide OCR with supporting documentation to show the approved policy is adopted and the notices were provided. Supporting documentation may include 1) weblinks to where the sexual harassment procedures and policy are posted on the District's website, 2) student handbooks, 3) copies of school newsletters, or 4) other similar documents notifying staff and parents of the changes to the District's Title IX sexual harassment policies and procedures.

2. Training: The District will identify and train its pertinent staff on the OCR-approved sexual harassment policies and procedures, to include the appropriate contact information for the Title IX coordinators in the District.

**REPORTING REQUIREMENTS:**

- Within 60 days of OCR's approval of the policies and procedures, the District will provide OCR with a copy of the training agenda, training materials, and identify the trainer and her/his qualifications to provide the training, for OCR's review and approval.
- Within 60 days of OCR's approval of the trainer and training materials, the District will provide OCR with a copy of all handouts provided during or before the training, a list of all staff identified to receive the training, and a sign-in sheet for those attending the training.

**ADDITIONAL ACKNOWLEDGEMENTS:**

The District understands that by signing this Agreement, it agrees to provide data and other 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, 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 Title IX, which was at issue in this case. Upon completion of the obligations under the Agreement, OCR shall close and dismiss 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 the Agreement, OCR shall give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

/s/

2/20/2018

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For Lake Havasu Unified School District

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Date

Name:

Title: