

RESOLUTION AGREEMENT

Paramount Academy (Arizona) Case Number 08-18-1247

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 School 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 School'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 agrees it has not and will not respond to any requests from educational institutions/schools for educational records in a way that includes records of discipline or potential disciplinary incidents of either of the Complainant's sons, including but not limited to investigation reports, incident reports, and Dress Code Violation notices.

REPORTING REQUIREMENT: By January 15 and June 15, 2019, the School will provide OCR a statement as to whether it received any requests from educational institutions/schools for educational records for either of the Complainant's sons. If so, the School will provide its responses to those requests in full.

2. The School will provide refresher 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 pursuant to Term 3 of this Agreement;
 - c. Examples of prohibited retaliation; and
 - d. Ways to avoid engaging in prohibited retaliation.

REPORTING REQUIREMENT A: Within 30 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.¹ 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.

¹ For this refresher training, the School may use the materials and trainer it provided pursuant to the Resolution Agreement in OCR Case No. 08-17-1419.

REPORTING REQUIREMENT B: Within 30 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.

3. The School will revise its (a) Notice of Non-Discrimination & Grievance Procedure to clarify that retaliation is a prohibited form of discrimination; and (b) Student Handbook to include its Notice of Non-Discrimination & Grievance Procedure.

REPORTING REQUIREMENT A: Within 30 days of this Agreement, the School will submit, for OCR review and approval, its revised Notice of Non-Discrimination & Grievance Procedure and its revised Student Handbook. The School will fully and promptly address any comments by OCR as to the procedure and will continue to modify the procedure until it receives final OCR approval.

REPORTING REQUIREMENT B: Within 15 days of OCR's approval of the procedure, the School will disseminate the revised Notice of Non-Discrimination & Grievance Procedure and Student Handbook to staff and parents, including via email and any websites used to disseminate information. Within 30 days of OCR's approval of the procedure, the School will provide OCR documentation of its dissemination efforts.

4. The School will report to OCR for the 2018-2019 school year on all reports, including but not limited to those received pursuant to its Notice of Non-Discrimination & Grievance Procedure, of alleged retaliation and the School's response(s).

REPORTING REQUIREMENT: By January 15 and June 15, 2019, the School will provide OCR, for OCR's approval, a list or table (preferably in Excel format) of all reports of alleged retaliation for the preceding semester(s). The list or table will include all reports to the Complaint Coordinator, designated to receive complaints of discrimination under its Notice of Non-Discrimination & Grievance Procedure to or any other School administrator or teacher; the name(s), email address(es) and telephone number(s) of all individual(s) involved; the relationship of all individual(s) involved to the School (*e.g.*, student, parent, teacher, administrator); the date(s) of the underlying incident(s); the nature of the underlying incident(s); and an explanation of the School's response. The School will also provide all documents related to any such report(s) and underlying incident(s). The School will fully and promptly address any comments by OCR and will continue to modify this reporting until OCR issues its final approval.

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/

7/24/18

Paramount Academy

Date

By:

Its: