



## RESOLUTION AGREEMENT

Park City School District  
OCR Case Number: 0820112

The U.S. Department of Education, Office for Civil Rights, (OCR), Denver Office and the Park City School District (PCSD, District, or Recipient) enter into this resolution agreement (Agreement) to voluntarily resolve the allegations in the above-referenced complaint. 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) and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, or national origin in programs and activities that receive Federal financial assistance from the Department. The District is committed to complying fully with Title VI, and, accordingly, it has voluntarily agreed to take the steps outlined in this Agreement. This Agreement does not constitute an admission by the District that it discriminated or otherwise engaged in any wrongdoing.

Prior to the completion of OCR's investigation, the District agreed to voluntarily resolve all issues under investigation pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, the District agrees to take the following actions.

### **Action Item 1**

The District will conduct a self-evaluation of relevant policies regarding visitor access to PCSD campuses, including but not limited to Codes 11002 and 11103, to determine whether revisions to these policies, or the creation of new policies, are needed to ensure all visitors have appropriate access to programs and activities provided by the District, and that any policies governing such access do not discriminate or have the effect of discriminating based on race, color, or national origin.

### **Reporting Requirements**

- A. **Within ninety (90) calendar days of the date of this Agreement**, the District will submit to OCR, for review and approval, a detailed report documenting its self-evaluation of the policies referenced above and, if applicable, its proposed Plan for addressing any issues found during the self-evaluation. This report shall, at a minimum, include the following:
- i. The date(s) of the self-evaluation;
  - ii. Names, titles, and contact information (e.g., email addresses and phone numbers) of those who participated in the self-evaluation;
  - iii. Copies of the policies reviewed during the self-evaluation;
  - iv. Copies of any revised policies, or policies created as a result of the self-evaluation; and
  - v. Notes or minutes from the self-evaluation.

### **Action Item 2**

PCSD will complete training (Training) on its obligation under Title VI to ensure that all visitors have appropriate access to programs and activities provided by the District, and that any policies

governing such access do not discriminate or have the effect of discriminating based on race, color, or national origin. To the extent that the District revises its visitor access policies or creates new ones as a result of the self-evaluation referenced in Action Item 1, it will provide training on these policies as well.

Training will be provided to all relevant District personnel, including District-level administrators (e.g., superintendent, assistant superintendents), school-level administrators (e.g., principals, assistant principals), and school-level office personnel (e.g., front desk personnel and other personnel who enforce District visitor access policies referenced in Action Item 1). Training will be created and provided by a person or persons of the District's choosing knowledgeable about the requirements of Title VI.

**Reporting Requirements:**

- A. **Within ninety (90) calendar days of the date of this Agreement**, and prior to the Training outlined above, PCSD will provide OCR, for review and approval, the following:
  - i. A copy of the Training materials PCSD will use (e.g., Power Point slides, discussion materials);
  - ii. The name, title, credentials, and contact information for the person(s) who created the Training materials and who will provide the Training.
  
- B. By **May 31, 2021**, PCSD will provide OCR with detailed information regarding the Training outlined above, including the following:
  - i. A list of all personnel who completed the Training(s) (List);
  - ii. Assurance that the List constitutes the entirety of the personnel required to attend the Training(s);
  - iii. The date(s) of the Training(s);
  - iv. A copy of the Training materials used; and
  - v. The name, title, credentials, and contact information of the person(s) who provided the Training.

The District understands that OCR will not close the monitoring of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulations implementing Title VI.

The District also 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 the Agreement. Further, the District understands that during the monitoring of the Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as necessary for OCR to determine whether the District has fulfilled the terms of the Agreement. Upon the District's satisfaction of the commitments made under the Agreement, OCR will close the 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 proceeding 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.

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Dr. Jill Gildea, Superintendent  
Park City School District

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Date