

## RESOLUTION AGREEMENT

### Douglas County School District RE-1 08-20-1135

The U.S. Department of Education (Department), Office for Civil Rights (OCR) and Douglas County School District Schools (District) enter into this agreement to resolve the allegations in the above referenced complaint. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the District. The District assures OCR that it will take the following actions to comply with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 et seq., and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any education program or activity operated by a recipient of federal financial assistance from the Department.

- A. Closed Tryouts.** No later than August 31, 2020, the District will establish a uniform requirement that all tryouts in all high schools in the District, whether for male or female sports, shall be closed.<sup>1</sup>

**Reporting Requirement:** No later than August 31, 2020, the District will submit to OCR for its review and approval documentation of the District's uniform requirement relating to closed tryouts.

- B. Adoption and Dissemination.** Upon OCR's approval of the District's uniform requirement relating to closed tryouts, the District will ensure each high school has adopted and implemented the "closed tryout" practice and provided notification of the practice to, at a minimum, the associated high school principal, athletic director, and coaches, as well as to any other staff and by any other additional means the District deems effective.

**Reporting Requirement:** Upon OCR's approval of the tryout practice, and no later than December 31, 2020, the District will provide OCR with documentation that demonstrates the District has adopted and implemented the "closed tryout" practice and provided notification required by Paragraph B.

The District 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 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 Title IX of the Education Amendments of 1972 (Title IX),

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<sup>1</sup> During negotiations, the District determined that the uniform requirement for all tryouts in high school sports would be effectuated through closed tryouts.

20 U.S.C. § 1681 et seq., and its implementing regulation at 34 C.F.R. Part 106, which were at issue in this case. Upon completion of the obligations under this 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 the 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/  
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Dr. Thomas Tucker  
Superintendent  
For Douglas County School District RE-1

05/20/2020  
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Date