

Resolution Agreement
Colorado Charter School Institute
OCR Case Number 08-21-1259

The U.S. Department of Education, Office for Civil Rights (OCR), initiated investigation of the above-referenced complaint against Colorado Charter School Institute (CSI) pursuant to Title VI of the Civil Rights Act of 1964, and its implementing regulation at 34 Code of Federal Regulations (C.F.R.) Part 100 (Title VI), which prohibit discrimination on the bases of race, color, or national origin in activities and programs that receive Federal financial assistance from the U.S. Department of Education. As a recipient of Federal financial assistance from the Department and as a public entity, the Institute is subject to these laws and regulations.

The Complainant alleges that the Institute discriminates against language minority parents on the basis of national origin (Hispanic). Specifically, the Complainant alleges that on December 15, 2020, the Institute failed to communicate with language minority parents in a language and manner that parents understand during a meeting concerning Community Leadership Academy (CLA) and Victory Preparatory Academy (VCA).

During the course of OCR's investigation, before OCR made any findings, the CSI indicated its willingness to take steps necessary to ensure compliance with Title VI of the Civil Rights Act of 1964. Pursuant to Section 302 of OCR's *Case Processing Manual*, a complaint may be resolved when, before the conclusion of an investigation, a recipient expresses an interest in resolving the complaint, an agreement is appropriate, and the remedies align with the allegations. While entering into this Agreement, the CSI makes no admission of a violation of Federal law.

Item 1

By **December 3, 2021**, CSI will develop policies and procedure to provide for interpretation and translation services for parents, other stakeholders and members of the public who speak languages other than English and are need translation and interpretation services (in person, remotely, or in written correspondence) in order to participate in CSI's oversight of Colorado Charter Schools. Policies and procedures will include the method that CSI will employ to inform constituents and the public of how to obtain interpretation and translation services.

Reporting Requirement Item 1.1

By **December 6, 2021**, CSI will provide OCR with its translation and interpretation policies and procedures for OCR's review and approval. CSI will make any changes to its proposed policies and procedures as required by OCR.

Reporting Requirement 1.2

Within 30 days of OCR's approval of CSI's translation and interpretation policies and procedures, CSI will formally adopt the translation and interpretation policies and procedures through its formal adoption process.

Reporting Requirement 1.3

Within the 10 days of the formal adoption of the translation and interpretation policies and procedures, CSI will publish its policies and procedures through normal channels of notification to inform constituents and the public of how to obtain interpretation and translation services, and will provide OCR with written verification that it has published its translation and interpretation policies and procedures.

Item 2

Beginning on **November 30, 2021**, CSI will begin to track all interpretation and translation services it provides. CSI will maintain a database that includes, the date and time services were provided, identify who provided the translation, identify the target of the translation, language translated, and number of people served.

Reporting Requirement 2

On June 10, 2022, CSI will provide OCR the data of interpretation and translation for the 2021-2022 school year.

CSI 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, CSI understands that during the monitoring of this Agreement, if necessary, OCR may visit the CSI interview staff and, request such additional reports or data as are necessary for OCR to determine whether CSI has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI of the Civil Rights Act of 1964 which were at issue in this case.

CSI understands that OCR will not close the monitoring of this Agreement until OCR determines that CSI has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI of the Civil Rights Act of 1964..

CSI 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 CSI written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

For the Colorado Charter School Institute:

****NAME****

Date