

## RESOLUTION AGREEMENT

### Gilbert Unified School District 08-21-1448

The U.S. Department of Education (Department), Office for Civil Rights (OCR) and the Gilbert Unified School District (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. Title IX Formal Complaint.** The District will ensure that the District's Title IX formal complaint form is accessible on the District's website or that the District's website explains how to access and complete the formal complaint.

**Reporting Requirement:** Within thirty (30) calendar days of signing the Agreement, the District will provide documentation demonstrating its compliance with Paragraph A. The District will promptly and fully address feedback, if any, from OCR until it receives OCR's approval regarding access to the Title IX formal complaint form.

- B. Training.** The District will develop and provide training to staff, which will include the Title IX Coordinator, Principals (elementary and secondary), Assistant Principals (elementary and secondary), and other staff as identified by the District. The training, which may be provided by digital instruction, will include, but need not be limited to, the following:

1. The District's policies and procedures regarding Title IX requirements, specifically including its policies and procedures for responding to complaints of sexual harassment and sexual assault;
2. The requirement under Title IX to provide a prompt and equitable response to complaints received pursuant to the District's internal grievance procedures;
3. An explanation of the prohibition against discrimination on the basis of sex and retaliation;
4. The contact information for the District's Title IX compliance coordinator; and,
5. An explanation of how to file a complaint of discrimination through the District's grievance procedures and with OCR.

**Reporting Requirement (B)(1):** Within thirty (30) calendar days of signing the Agreement, the District will provide a copy of the proposed training materials to OCR for review and approval. The District will promptly and fully address feedback, if any, from OCR until it receives OCR's approval of the training materials.

**Reporting Requirement (B)(2):** Upon receiving OCR's approval, the District will provide the training to staff within thirty (30) calendar days. Within fifteen (15) calendar

days of providing the training, the District will provide to OCR the name(s) and credentials of the individual(s) who conducted the training; a list of individuals, by name and title, who attended the training; a list of individuals, by name and title, who were unable to attend the training and a plan to ensure training is provided; and, a copy of the final training materials distributed to attendees.

- C. Investigation.** The District will conduct an investigation in response to the complaint submitted by the Complainant on XX, which the District previously dismissed, regarding allegations of sexual harassment of his son (Student). The investigation will be conducted pursuant to the requirements of Title IX and its implementing regulations, as articulated in District Policies ACAA and ACAA-R.

**Reporting Requirement (C)(1):** Within sixty (60) calendar days of signing the Agreement, the District will provide OCR with documentation that demonstrates it has complied with the requirements set forth in Paragraph C. The District will promptly and fully address feedback, if any, from OCR until it receives OCR's approval regarding the Title IX investigation.

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 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 that OCR will not close the monitoring of this Agreement until OCR determines that the District has demonstrated compliance with all the terms of this Agreement and is in compliance with Title IX and its implementing regulations, 34 C.F.R. Part 106, which were at issue in this Complaint.

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/\_\_\_\_\_  
Dr. Shane McCord  
Superintendent  
Gilbert Unified School District

\_\_\_\_\_/05/13/2022\_\_\_\_\_  
Date