

Oasis Charter Public School
(Docket Number 09-15-1150)
Resolution Agreement

To resolve the compliance issues identified by the U.S. Department of Education, Office for Civil Rights (OCR), during its investigation of the above-referenced complaint filed pursuant to Title VI of the Civil Rights Act of 1964 (Title VI), and without admitting any violation of law, the Oasis Charter Public School (School) agrees to take the following actions:

- I. The School will ensure that it provides prompt and equitable resolution of complaints alleging discrimination based on race, color, or national origin. The School will revise its policies and procedures for addressing complaints of discrimination, including its Uniform Complain Procedure (UCP), to provide a prompt and equitable grievance process for complaints of discrimination, including:
 - a. where to file complaints;
 - b. application of the procedure to complaints alleging discrimination by employees, other students, or third parties;
 - c. adequate, reliable, and impartial investigation of complaints, including the opportunity to present witnesses and other evidence, and the requirement to ensure that School staff do not investigate allegations against themselves;
 - d. designated and reasonably prompt timeframes for major stages of the complaint process;
 - e. notice to the parties of the outcome of the complaint; and,
 - f. an assurance that steps will be taken to prevent recurrence of any discrimination and to correct its effects.

- II. The School will develop and distribute written guidance to all teachers, administrators, and other staff at the School and will provide corresponding professional development, describing the steps to be taken when a student or parent reports alleged incidents of discrimination based on race, color, or national origin, including alleged discrimination by staff or other students. The guidance will include:
 - a. a description of how staff and administrators should respond to reports of discrimination, including identification of specific site administrators who should be notified as soon as an incident is reported;
 - b. the requirement that students and parents must be notified of their right to file a complaint and be provided with a copy of the UCP;
 - c. a description of the steps that the designated site administrator(s) should take to investigate the incident, guidance on how to document the investigation, and a procedure for determining who will investigate if the allegations involve the individual(s) normally designated to do so;
 - d. a description of the steps the school will take in response to any confirmed discrimination, including actions to ensure that any harm is remedied and any offending staff or student is counseled about the seriousness of the offense and, where applicable, progressive disciplinary steps are taken;

- e. a statement that students and parents must be notified of the steps the School is taking in response to a reported incident, and guidance on how and when the notification should be provided;
- f. a statement that the School must provide effective written notice of findings in response to discrimination complaints, including notice of the factual and analytical basis for the School’s determination; and,
- g. a statement that the School is responsible under Title VI of the Civil Rights Act of 1964 for responding appropriately to reports of racial discrimination, even if a formal complaint is not filed.

III. By August 14, 2015, the School will provide OCR with the draft revisions to its policies and procedures pursuant to provision I above, and draft written guidance pursuant to provision II. After review and approval by OCR, within 30 days the School will provide OCR with documentation that it has adopted the revised policies and procedures, and distributed the written guidance. The School will conduct the professional development for administrators designated to respond to complaints of discrimination, by October 1, 2015. (OCR may be available to provide the professional development, at the School’s request.)

The School 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, 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 the regulations implementing Title VI, which were at issue in this case.

The School understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the School has fulfilled the terms of this Agreement and is in compliance with the statute and regulations that were at issue in this case.

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. §§ 100.9, 100.10), or judicial proceedings to enforce this Agreement, OCR shall give the School written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

/s/
School Director or Designee

07/10/2015
Date