

**Resolution Agreement**  
Bayfront Charter School

OCR No. 09-15-1243

In order to resolve the allegations raised in this complaint filed with OCR under Title VI of the Civil Rights Act of 1964, and without admitting to any violation of law, the Bayfront Charter School (School) agrees to implement this agreement.

**Actions and Reporting:**

- I. In order to improve the School's racial climate, the School identified and planned the following trainings prior to requesting this Section 302 Agreement. Subject to the subsequent provisions, OCR accepted the School's proposal to incorporate the following trainings into this Agreement as components of a resolution for this complaint.
  - a. Seven days prior to each of the trainings listed below, the School will notify OCR of the credentials of the trainer selected to provide each.
  - b. During the 2015-2016 school year (depending on the availability of qualified trainers) the following trainings will be provided by the School:
    - i. No later than 11-30-15, the School will provide racial tolerance training to its teaching staff, focusing on improving the School's racial climate, with an emphasis on how to implement strategies school wide and in the classroom, and ensuring all staff respond to complaints of racial harassment in a prompt, thorough, and effective manner consistent with Title VI and its implementing regulation.
    - ii. No later than 12-31-15, the School counselor will conduct classroom guidance lessons focused on the historical significance of derogatory words and racial epithets. The counselor will also dialogue with students about the negative impacts of such words and explain student/staff response when these words are used on campus. These presentations will occur across all classrooms.
    - iii. No later than 1-31-15, a school-wide assembly will be held to specifically address the use of racial epithets. The Executive Director of the School will invite various elders from the local community who have first-hand experience with racial epithets to present to the entire Bayfront community. The purpose of this assembly is to specifically address the use of racial epithets on Bayfront's campus and provide students with first-hand accounts of how hurtful and harmful racial epithets still are today.

- iv. No later than 4-30-16, the Bayfront school counselor will host an event called “Breaking Down Barriers” at the School. The “Breaking Down Barriers” event is designed to build community among students, create an environment where students feel safe to share their stories, create empathy across student participants, and teach students how to take a stance against bullying on campus.
- c. The District will provide OCR with a summary overview of the training participants, trainers, and material covered within 60 days of the completion of training noted above in Sections I(b)(i)-(iv).

**Monitoring:**

The School understands that OCR will not close the monitoring of this agreement until OCR determines that the School has fulfilled the terms of this agreement in compliance with Title VI.

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 Title VI.

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

This Agreement will be presented to the School’s Board at its next regularly scheduled meeting.

\_\_\_\_\_/s/\_\_\_\_\_

Dr. Kevin Riley, Executive Director, or designee

08/13/2015

Date

