

Resolution Agreement
Plumas Unified School District
OCR Case No. 09-17-1116

In order to resolve the finding(s) of non-compliance made by the U.S. Department of Education, Office for Civil Rights (OCR), in the investigation of the above-referenced complaint filed against the Plumas Unified School District (District) pursuant to Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulation, 34 C.F.R. Part 100, the District agrees to take the actions in this Resolution Agreement (Agreement).

I. Anti-Harassment Notice

The District will notify all parents/guardians, employees, and students at XXXXXXXX XXXXXXXXXXXXXXXX XXXX School (the School) that the District does not tolerate harassment, including acts of harassment based on race, color, or national origin. The notice will define harassment and provide examples of prohibited actions; encourage any student who believes he or she has been subjected to harassment to report the incident(s) to the School or the District; and note the District's commitment to conducting a timely, reasonable, and effective investigation. The statement will include that individuals who engage in harassment will be subject to appropriate disciplinary actions, and that such discipline may include, if circumstances warrant, suspension or expulsion of a student.

II. Action Plan for Preventing and Addressing Race-Based Harassment

- A. The District will retain or designate a consultant with expertise on the issue of harassment of students on the basis of race. The Consultant shall work with XXXXXXXX XXXXXXXXXXXXXXXX XXXX School to develop and deliver a plan for training and other actions to prevent the creation of a racially hostile environment for students at the School and to timely, reasonably, and effectively address incidents of race-based harassment (Plan). The Consultant may be an independent contractor for the District and/or an employee of the District. The Consultant will be approved by OCR. The District, after retaining its Consultant(s), shall promptly provide the Consultant with all appropriate information the consultant believes is necessary to engage in this process.
- B. The School will work with the Consultant to review current practices and procedures, assess the School climate in regards to race, color and/or national origin, and develop the Plan.
- C. The Plan will specify the dates for each action and the individual(s) responsible, and can incorporate existing policies and initiatives, as appropriate. The Plan will include, at a minimum, the following:

1. Training for School personnel by a Title VI expert on:
 - a. Prohibited conduct
 - b. The District's policies and procedures for resolving reports and complaints of harassment on the basis of race, color, or national origin;
 - c. The duty of all employees to report alleged harassment in a timely manner;
 - d. Instruction on appropriate and effective follow-up and communication with students and parents/guardians;
 - e. How to conduct and document adequate, reliable, and impartial harassment investigations, including the appropriate legal standards to apply in such investigations;
 - f. Actions required in response to findings of harassment on the basis of race, color, or national origin.
2. Training for students, to be delivered at least once a semester, which address the District's policies on race-based harassment, examples of prohibited conduct in various school settings, and the impact of racial harassment.
3. Development of practices or procedures to ensure that race, color, and national origin-based incidents and patterns of incidents are identified and effectively addressed.

III. Individual Remedy

- A. The District will ensure that XXXXXXXX XXXXXX (the Student) is able to participate in scholarships and international study opportunities to the same extent that she would if she were currently enrolled at the School. The District will inform the Student of any such opportunities at the same time that such information is provided to students currently enrolled at the school, and will inform her of any additional steps she must take to participate.

IV. Monitoring and Reporting

- A. Anti-Harassment Statement: By February 28, 2019, the District will submit to OCR for its review and approval a draft of its anti-harassment statement. Within 30 calendar days of receipt of notice of OCR's approval, the District will submit to OCR documentation that the statement has been sent to all students at the school and their parents/guardians. The documentation shall include a copy of the statement and a description of the means by which it was disseminated (email or postal mail).

B. Action Plan

1. By February 28, 2019, the District will submit for OCR's review and approval the name and qualifications of the Consultant. Within 20 calendar days of written approval, the District will provide OCR documentation that it has retained the Consultant to provide the services described in Section II of this Agreement.
2. By March 29, 2019, the District will submit its Action Plan for OCR's review and approval. The District will provide OCR with reports on the implementation of the Plan on June 30, 2019, and January 31, 2020.
3. By March 29, 2019, the District will provide OCR with draft training materials and the qualifications of the individuals providing the staff training required in the Plan for OCR review and approval. The training will be provided within 60 days after OCR approval.
4. By March 29, 2019, the District will provide OCR with a description of the training to be provided to students, including the names of the individuals designated to provide the training and a copy of the instructional materials, for OCR review and approval. The training will be provided according to the schedule set forth in the Plan.

- C. By February 28, 2019, the District will inform the Student, in writing, of international exchange programs or scholarships that are currently available to students at the School, and of the steps she must take to apply for such opportunities, and will provide a copy of this notification to OCR.

The District 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 the Agreement. Further the District understands that during the monitoring of the 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. Upon the District's satisfaction of the commitments made under the Agreement, OCR will close the 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 will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

_____/s/_____
Terry Oestreich, Superintendent
Plumas Unified School District

_____01/22/2019_____
Date