

Resolution Agreement  
Point Arena Joint Unified School District  
Case No. 09-17-1338

In order to resolve the findings in the above-referenced complaint to the U.S. Department of Education, Office for Civil Rights (OCR) under Title IX of the Education Amendments of 1972 (Title IX), the Point Arena Joint Unified School District (District) agrees to take the actions outlined in this Resolution Agreement (Agreement).

I. Procedures and Notice of Nondiscrimination

- A. The District will reissue an anti-retaliation statement for students, faculty and staff that report incidents of discrimination or harassment.
- B. The District will review its policies and procedures for reporting and investigating complaints of harassment against faculty and staff. If the District determines that the policy does not provide for a prompt and equitable resolution of complaints of sexual harassment; the District will revise its policies and procedures.

Reporting Requirement:

By **December 7, 2019**, the District will provide OCR with a copy of the reissued anti-retaliation statement, and will provide OCR with documents indicating that they reviewed policies and procedures for reporting and investigating complaints of harassment against faculty and staff. If the District determines that the policies require revisions, OCR will provide a draft copy of the revisions by **April 4, 2020** for review and approval.

II. Annual Staff Training

Beginning with the 2019-20 school year, the District will provide an annual sexual harassment and sexual violence training to all faculty and staff, including any employees who work with students within the District. The trainings will take place at the start of the school year. The trainings will include but not be limited to the following:

1. The types of conduct that constitute sexual harassment and sexual assault and the negative impact that such conduct has on the educational environment;
2. The District's administrative procedure for addressing sexual harassment and sexual assault complaints, including complaints against faculty and staff, and related sexual harassment and sexual assault procedures;
3. The District's responsibilities under Title IX to address allegations of sexual harassment and sexual assault in a prompt and equitable manner and the prohibition on retaliation and retaliatory harassment for those reporting or participating in an investigation;

4. How to contact the Title IX Coordinator;
5. How to inform students about their right to file a sexual harassment or sexual assault report with the District; and
6. How responsible employees must promptly report sexual harassment and sexual violence that they observe or learn about.

Reporting Requirements:

By **November 1, 2019**, the District will provide OCR with a copy of the sign-in sheets, or any other indicator, that includes the names and titles of the District staff and faculty members who attended and the dates of the training.

### III. Individual Remedies

- A. The District Superintendent will invite students who made individual complaints regarding the Teacher to each participate in a separate meeting to provide each student with an opportunity to share concerns regarding their experiences with the District's handling of their complaints.
- B. The District Superintendent will invite Youth Workers and School Counselors who reported concerns regarding the Teacher to each participate in a separate meeting to share concerns regarding their experiences with the District's handling of their reported complaints.

Reporting Requirements:

By **May 30, 2019** the District will mail the meeting requests to the students' last known addresses and/or email addresses. By **June 30, 2019** the District will provide copies of the letters and/or email that were sent to individual students to OCR.

By **June 15, 2019**, the District will mail the statement to the Youth Workers and Counselors' last known addresses and/or email addresses. By **July 15, 2019** the District will provide copies of the letters and/or email that were sent to Youth Workers and Counselors to OCR.

### IV. Monitoring

- A. The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the District understands that during the monitoring of this Agreement, 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 the Agreement and is in compliance with the statute(s) and regulation implementing Title IX and its implementing regulations, which were at issue in this case.

- B. The District understands that OCR will not close the monitoring of the Agreement until such time that OCR determines that the District has fulfilled the terms of this Agreement and is in compliance with Title IX and its implementing regulations.
- C. The District 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 the Agreement, OCR shall give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

\_\_\_\_\_/s/\_\_\_\_\_  
Mr. Warren Galletti, Superintendent

\_\_\_\_\_May 14\_\_\_\_\_, 2019