

**Resolution Agreement**  
Folsom Cordova Unified School District  
OCR Case No. 09-17-1493

The Folsom Cordova Unified School District (District), without admitting to any violation of law, agrees to implement this Resolution Agreement (Agreement) to resolve the issues identified by the U.S. Department of Education, Office for Civil Rights (OCR), under Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulation, 34 C.F.R. Part 100 in the above-referenced OCR case number.

**I. Individual Remedies**

The District will send a letter to the Complainant and the Student reaffirming its obligations to provide an educational environment free from discrimination for all its students and committing to resolving incidents implicating race, color or national origin in a manner consistent with its Uniform Complaint Procedures, and Title VI.

Reporting: By May 30, 2018, the District will submit documentation to OCR confirming that it sent the letter described above to the Complainant and Student.

**II. Anti-Harassment Statement**

The District will issue a statement to parents/guardians and students at the XXXXXX XXXXXX Elementary School (School), stating that the District does not tolerate harassment, including acts of harassment based on race, color, or national origin. The statement will be posted on the School's web site and disseminated by email parents/guardians at the School, unless a parent/guardian has not provided an email address, in which case it will be disseminated by mail.

Reporting: By September 15, 2018 the District will submit its anti-harassment statement to OCR for review and approval. Within 30 calendar days of receipt of OCR's approval, the District will submit to OCR documentation that the statement has been sent to all parents/guardians and students at the School. The documentation shall include a copy of the statement, a description of the means by which it was disseminated (email or postal mail), and a link to the statement on the School's website.

**III. Written Guidance and Training**

- A. The District will issue a written guidance memorandum to School employees regarding its anti-harassment statement on the basis of race, color, or national origin, and the steps staff should take when they notice or are told of harassment.

Reporting: By September 15, 2018, the District will submit a draft of the guidance memorandum on the District's harassment policies and procedures to OCR for review and approval. Within 30 calendar days of OCR's approval, the District will submit to OCR documentation that the guidance memorandum was sent to all employees at the School. The documentation shall include a copy of the guidance memorandum, a

description of the means by which it was disseminated (email or postal mail), and a link to the guidance memorandum on the District's and School's website.

- B. The District will provide training to School employees who are directly involved in processing, investigating or resolving complaints or other reports of harassment on the basis of race, color, or national origin, including principals, vice principals, compliance officers, counselors and personnel likely to receive reports of harassment. OCR is available, upon request, to conduct on-site training to meet this requirement.

Reporting:

- a. By September 15, 2018 the District will provide OCR with draft training materials and the qualifications of the individuals providing the training to School employees.
  - b. By December 3, 2018, the District will provide OCR with documentation that it provided training on the District's harassment policies and procedures to School employees. The documentation will include the dates of the training, the names and titles of the trainer(s), a copy of any materials used or distributed during the training, and a list of District/School employees who attended the training, along with a plan to provide the training to any employees who did not attend the training.
- C. The District will provide age-appropriate, training for students at the School at least two times in the 2018-2019 school year, on race, color, and national origin discrimination. The student training will include examples of prohibited conduct, including harassment in various school-related contexts. The District will provide mandatory orientation sessions for all new students at the School on the District's prohibition against harassment on the basis of race, color and national origin and the District's policies and procedures regarding the same.

Reporting:

- a. By September 15, 2018, the District will provide OCR with draft training materials and the qualifications of the individuals providing the training to students.
- b. By June 3, 2019, the District will provide OCR with documentation that it has provided training to students as required under this section. The documentation will include the dates of the student trainings, the names and titles of the trainer(s), a copy of any materials used or distributed during the orientation, and the grades and number students who participated in the orientation.

#### **IV. Enforcement of this Agreement**

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 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. 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 this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce this Agreement, OCR will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

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

Superintendent  
Folsom Cordova Unified School District

\_\_\_\_\_05/02/2018\_\_\_\_\_

Date