

Resolution Agreement
Santa Paula Unified School District
OCR Case No. 09-18-1246

In order to resolve the allegations in the investigation of the above-referenced complaint filed with the U.S. Department of Education, Office for Civil Rights (“OCR”) under Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulation, Santa Paula Unified School District (District), agrees to take the actions in this Resolution Agreement (Agreement):

I. Training for District Administrators with Title IX Compliance Responsibilities

- A. The District will ensure that its Title IX Coordinator, Superintendent, Assistant Superintendents, and other individuals designated as responsible for receiving and investigating complaints of sex-based harassment receive appropriate training and possess comprehensive knowledge in all areas over which they have Title IX responsibility in order to effectively carry out those responsibilities, including training in the District’s policies and procedures related to investigating and responding to complaints of sex-based discrimination and harassment.
- B. Reporting Requirement: By December 28, 2018 the District will provide OCR with evidence that the individuals identified in Section I. A. above have received training in the areas identified in Section I.A., including the dates of the trainings and copies of the agendas and training materials used during the trainings.

II. Training and Guidance Memorandum for ASPIRE Staff and Playground Staff at District Elementary Schools

- A. The District will provide mandatory Title IX-related training and distribute a guidance memorandum to all ASPIRE staff and playground staff at District elementary schools. The training and memorandum will include the following:
 - 1. Title IX and its application to elementary schools;
 - 2. Information that Title IX prohibits sex-based discrimination and harassment;
 - 3. Information about how to recognize and respond to allegations and incidents of sex-based discrimination and harassment; and

4. Information about the District's grievance procedures for complaints of sex-based discrimination and harassment, as well as the identity of and contact information for all District staff and administrators with Title IX-related responsibilities.
- B. Reporting Requirement: By October 1, 2018, the District will provide OCR with the names and titles of the individuals conducting the training referenced in this section of the Agreement, as well as with information about the training materials. Within 30 days of OCR's approval of the trainers and training materials, the District will conduct the training, and within 30 days of the completion of the training, the District will provide OCR with details about the training including when it was held; who conducted it; confirmation that all ASPIRE staff and playground staff at District elementary attended and if not, a plan for providing the training to any individuals who were required to but did not attend.
 - C. Reporting Requirement: By October 1, 2018, the District will provide OCR with a draft of the guidance memorandum for review and approval. Within 30 days of OCR's review and approval, the District will provide documentary evidence of its distribution.

III. Individual Remedy

- A. By November 15, 2018, the District will prepare and send to the Complainant in the above referenced case a written report describing its investigation of her complaint of sex-based peer harassment against the Student on February X, 2018, and provide notice of outcome consistent with the District's Administrative Regulation 1312.3, including any proposed remedies to prevent recurrence and to address any effects of the harassment (including identifying a support person at the Student's current school, counseling, or other remedies as appropriate).
- B. Reporting Requirement: By October 15, 2018, the District will provide OCR with a draft of its written report. Within 30 days of OCR's review and approval, the District will forward the report to the Complainant.
- C. Upon notice of any further allegations of sex-based harassment directed at the Student in the above referenced case during the 2018-2019 school year, the District will inform OCR of the alleged conduct within 30 days, and after the District completes its investigation, provide OCR with documentation of how the District received notice of the incident; and the District's response, including

investigative steps, factual findings, conclusions as to whether harassment occurred, and steps taken to stop the harassment, prevent its recurrence, and address its impact.

- D. Within 30 days of signing the Agreement, the District will offer to provide the Student with counseling services from an appropriate District counselor or psychologist and inform OCR that it has done so.

IV. Monitoring

The District understands that by signing this Agreement, it agrees to provide data and other information to OCR in a timely manner in accordance with the reporting requirements of the 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 shall give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

FOR SANTA PAULA UNIFIED SCHOOL DISTRICT

By: _____/s/_____

Date 09/06/2018

Ed Cora, Superintendent