

RESOLUTION AGREEMENT
Pittsburg Unified School District
OCR Case Number 09-19-1295

The Pittsburg Unified School District (District), without admitting to any violation of law, agrees to implement this Resolution Agreement (Agreement) to resolve the compliance concerns identified by the U.S. Department of Education, Office for Civil Rights (OCR) under Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688 (Title IX), and its implementing regulations in the above-referenced OCR case number.

I. Provisions

By February 1, 2021, the District will develop a plan (Plan) which shall detail actions the District will undertake to ensure equity between the baseball and softball programs, specifically their practice, competitive and locker room facilities. The Plan will include the following:

- a. A description of the actions that will be taken related to the facilities and a schedule for the actions, with a deadline of completion of no later than July 31, 2023. The District may include plans related to different facilities within the softball and baseball programs; and the District shall indicate its priority.
- b. An explanation of how the District will address the following: softball restroom access, the surface of the softball diamonds, the public address system, scoreboard, press box, outfield fence, video recording equipment, concessions area, locker room facilities, storage facilities, spectator capacity, quality of spectator seating, and ability to view the game from the sidelines.
- c. If the District has already begun to address any inequities between the baseball and the softball programs, the District shall describe what steps have been taken.
- d. An outline of actions the District will take at the current softball diamonds to improve equity in the interim while permanent changes are being made. The District will consider the issues addressed in section (b) above.

II. Reporting Requirements:

1. By February 1, 2021, the District will provide a copy of the Plan for OCR's review and approval. If OCR requires any revisions to the Plan or has any questions regarding the Plan, OCR will notify the District of the revisions and/or questions and the District will submit a revised Plan and/or response within 14 calendar days of receiving OCR's notification, unless OCR determines an extension may be granted. OCR and the District will repeat this procedure until OCR approves the Plan. Upon OCR approval, the District must begin implementation of the Plan within 30 days.
2. By December 1 and June 1 of each year until the permanent improvements are made, the District will provide OCR with a status update of its implementation of the Plan.
3. By February 15 of each year until the permanent fixes are made, the District will notify OCR of how it intends to implement the interim actions for that season pursuant to section (d). By May 15 of each year until the permanent fixes are made, the District will notify OCR of how it

implemented the interim actions for that season. OCR may require the District to provide photographic or video evidence of its actions.

4. The District will notify OCR within 15 days of when the permanent fixes are made. OCR may require the District to provide photographic or video evidence. OCR may conduct an on-site visit to confirm that the changes were completed.

The District understands that nothing in the Agreement requires the District to reduce the amount of participation opportunities, or benefits and opportunities it offers to either sex and that any such reductions are discouraged.

The District understands that by signing the 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 and obligations of the 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 proceedings to enforce the specific terms and obligations of the Agreement and/or Title IX. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

_____/s/_____
Superintendent or designee
Pittsburg Unified School District

01/06/2020
Date