

VOLUNTARY RESOLUTION AGREEMENT

I. INTRODUCTION

Portland School District (the district) enters into this agreement to resolve the allegations in a complaint (Reference No. 10121140) filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Title VI of the Civil Rights Act of 1964 (Title VI).

II. GENERAL PROVISIONS

- A. This agreement resolves the allegation in OCR Reference No. 10121140 and does not constitute an admission by the district of any violation of Title VI or any other law.
- B. OCR agrees to discontinue its investigation of OCR Reference No. 10121140 based upon the district's commitment to take the actions specified in this agreement which, when fully implemented, will resolve the allegations in this case.
- C. The district understands and acknowledges that, if it does not fully implement this agreement, OCR will take appropriate measures within its authority to effect compliance and 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 a minimum of sixty (60) calendar days to cure the alleged breach.
- D. The district understands that by signing this agreement, it agrees to provide OCR data and other information in a timely manner. Further, the district understands that during the monitoring of this agreement, OCR may visit the district's campus or place of business, 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 and is in compliance with the regulation implementing Title VI at 34 C.F.R. Part 100.3(a)(v), which was at issue in this case.
- E. The district understands that OCR will not close the monitoring of this agreement until OCR determines that the district has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI at 34 C.F.R. 100.3 (b)(v).

III. RESOLUTION PROVISIONS

A. Training for Staff

By January 30, 2015, the school, in consultation with OCR and the Equity Assistance Center, will provide training to all staff at XXXXXX XXXXXXXX School. The training will be designed to:

1. Increase recognition of race, color, and national origin discrimination;
2. Increase awareness of the impact that race, color, and national origin discrimination can have on students;
3. Communicate the school's obligation to address incidents and allegations of discrimination and the responsibility of the administrators, faculty, and staff in meeting that obligation.
4. Provide information on appropriate methods for encouraging all student, including students of color, at Sellwood Middle School to pursue equal educational opportunities, including running for student council; and
5. Provide information about the district's nondiscrimination policy and the obligations of district staff with respect to Title VI.

B. Parental Notice

By December 1, 2014, the school will mail or email a notice to the parent(s)/guardian(s) of each student attending XXXXXX XXXXXXXX School that race, color, and national origin discrimination is prohibited by federal law and district policy. By this same date, the school will send a letter to all parents notifying them that:

1. different treatment on the basis of race, color, or national origin is prohibited under Title VI and the district policy;
2. as a result of an OCR investigation, the process of student council elections has been changed and describe the process;

3. students and parents may bring formal and informal concerns of race, color, or national origin discrimination by school or district staff or students to the attention of appropriate school or district staff; and
4. complaints of race, color, or national origin discrimination may be filed by contacting the district. The notice will also include the name, title, office location and telephone number of the district's staff person(s), responsible for receiving complaints of race, color and national origin discrimination and information about how to use the district's complaint procedures.

IV. REPORTING

- A. By January 30, 2015, the school will provide a report to OCR describing the specific actions taken pursuant to Sections III. A., B., and C. above. The report will include:
 1. a copy of the parental notice;
 2. a copy of the non-discrimination notice;
 3. a report on the training provided to staff, including:
 - a. the date of the training;
 - b. the name of the person(s) who provided the training,
 - c. a description of the training;
 - d. the length of the training;
 - e. copies of any materials provided during the training, including handouts; and
 - f. the names and titles of staff attending the training.
 - g. Names of staff who were unable to attend the training and the steps taken to provide the training to those individuals.

- B. By February 28, 2015, the district will report to OCR regarding the training of staff who were unable to attend the previous training session.

- C. By July 30, 2015 the district will report to OCR any and all formal or informal complaints alleging race or national origin discrimination by staff or administrators at Sellwood Middle School during the 2014-2015 school year. The report will include a description of the complaint, a summary of the investigation or inquiry conducted into the complaint, and any resolutions, recommendations, or conclusions reached as a result of the complaint.

Signed:

_____/ s /_____
Ms. Carole Smith
Superintendent
Portland School District 1J

__8/07/2014_____
Date