

VOLUNTARY RESOLUTION AGREEMENT

The Nampa School District No. 131 enters into this Voluntarily Resolution Agreement (Agreement) to resolve OCR Reference No. 10171030 filed with the U.S. Department of Education (OCR) under Title IX of the Education Amendments of 1972 (Title IX) and the regulations that implement Title IX at 34 C.F.R. Part 106.

Action Item A: Policies and Procedures

1. The district will review and revise its policies and procedures (the Procedures) to ensure that any disciplinary action taken against a student athlete is compliant with Title IX and approved by the applicable school principal. The district will also revise its Procedures to ensure that concerns regarding sex discrimination or Title IX are directed to the employee designated as the Title IX coordinator and include the Title IX coordinator's telephone number and office address.

Reporting Provision: By June 30, 2017 the district will provide to OCR, for review and approval, a draft of the Procedures revised in accordance with Action Item A(1). If OCR requires any changes to the draft of the Procedures, the district will make the changes and resubmit a draft of the Procedures within 20 calendar days of receiving OCR's notice of required edits. OCR and the district will repeat this process until OCR approves the Procedures.

2. Within 90 calendar days of receiving written notification from OCR of its approval of the Procedures, the board of directors for the district will formally adopt the Procedures.

Reporting Provision: Within 30 calendar days of adopting the Procedures, the district will provide OCR with documentation demonstrating that the board for the district adopted the Procedures.

3. Within 30 calendar days of adopting the Procedures, the district will disseminate the Procedures to all district employees, contractors (e.g., coaches), students and parents involved in the district's athletic programs at Lone Star Middle School, and include a reference to the Procedures in the district's interscholastic athletics handbook. Inserts may be used pending reprinting of these publications.

Reporting Provision: Within 30 calendar days of disseminating the Procedures pursuant to Action Item A(3) and adding a reference to the Procedures in the district's interscholastic athletics handbook, the district will provide to OCR a detailed written report about its implementation of Action Item A(3), including a description of how and where the Procedures were disseminated, a list of the individuals or groups to whom the policies and procedures were disseminated, and a copy of the revised district interscholastic athletics handbook. If OCR requires any changes to the district's dissemination of the Procedures and/or the addition to the interscholastic athletics handbook, the district will make the changes and resubmit a report regarding its

dissemination and/or its addition to the interscholastic athletics handbook within 30 calendar days of receiving OCR's notice of required edits. OCR and the district will repeat this process until OCR approves the district's dissemination of the Procedures and/or the addition to the interscholastic athletics handbook.

Action Item B: Training on the Procedures and Title IX Coordinator

1. The district will develop and implement a training plan to provide effective training for district employees, contractors, and all coaches and volunteers in the interscholastic athletics program about the Procedures, the role and responsibility of the Title IX coordinator, and how to report sex discrimination concerns. The district will ensure that the trainers are knowledgeable about the requirements of Title IX and its implementing regulation, at 34 C.F.R. Part 106, and OCR guidance regarding different treatment on the basis of sex.

Reporting Provision: Within 60 calendar days of adopting the Procedures developed pursuant to Action Item A, the district will submit to OCR, for its review and approval, a draft of the training plan, the trainer(s) proposed to be used for the trainings and qualifications, and the proposed training materials. If OCR requires any changes to the draft of the training plan, the trainer(s), or the proposed training materials, the district will make the changes and resubmit a draft of the training plan, the trainer and qualifications, or proposed training materials within 20 calendar days of receiving OCR's notice of required edits. OCR and the district will repeat the process until OCR approves the training plan, the trainers, and the training materials.

2. Within 60 calendar days of receiving written notification from OCR of its approval of the training plan, the district will conduct the training.

Reporting Provision: Within 30 calendar days of conducting the training required by Action Item B(2), the district will submit documentation demonstrating the implementation of the training plan, which will include the date(s) of the training(s), the names and titles of the participants, and a copy of the agenda and training materials distributed to the participants.

Action Item C: Title IX Coordinator

1. The district will provide ongoing training to the district's Title IX coordinator regarding Title IX, including its application to interscholastic sports and extracurricular activities.

Reporting Provision: By June 30, 2017, the district will provide a written report to OCR about the training of the Title IX coordinator, including its plan to provide ongoing training to its Title IX coordinator.

2. The district will publish the Title IX coordinator's telephone number and office address in all student, employee, and athletics handbooks as well as on the district's website, and identify the designated employee as the Title IX coordinator in each publication.

Reporting Provision: By September 30, 2017, the district will provide documentation to OCR demonstrating the district's compliance with Action Item C(2), including copies of the printed versions of the handbooks (or links to online versions), and a link to the district's website with the Title IX coordinator information.

Action Item D: Notice of Nondiscrimination

1. The district will revise its notice of nondiscrimination to include the position title, office address, and telephone number and e-mail of the district's Title IX coordinator.

Reporting Provision: By June 30, 2017, the district will provide OCR with the draft notice of nondiscrimination the district revised pursuant to Action Item D. If OCR requires any changes to the draft of the notice of nondiscrimination, the district will make the changes and resubmit a draft of the notice of nondiscrimination within 20 calendar days of receiving notice of OCR's required edits. OCR and the district will repeat this process until OCR approves the notice of nondiscrimination.

2. Within 30 calendar days of receiving written notification from OCR of its approval of the notice of nondiscrimination pursuant to Action Item D(1), the district will adopt and publish the notice on the district website. The district will incorporate the notice of nondiscrimination into the district's student, employee, and athletics handbooks, bulletins, catalogs, and employee application forms.

Reporting Provision: Within 30 calendar days of publishing its notice of nondiscrimination, the district will submit documentation to OCR demonstrating its implementation of Action Item D(2).

Action Item E: Individual Remedy for the Student

By April 30, 2017 the district will meet with the student's parents to discuss the district's response and subsequent actions relating to the report of sex discrimination that was received on December 7, 2016 by the district.

Reporting Provision: By May 5, 2017, the district will provide OCR with a written report regarding whether and when the district met with the student's parents to discuss the district's response and subsequent actions relating to the report of sex discrimination that was received on December 7, 2016 by the district.

Monitoring: General Principles

The district understands that OCR will not close the monitoring of this agreement until such time that OCR determines that the district has fulfilled the terms of this agreement and is in compliance with the regulations implementing Title IX, at 34 C.F.R. §§ 106.31(a) and (b)(4) and (7). The district also 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, 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 regulations implementing Title IX, at 34 C.F.R. §§ 106.31(b)(4) and (7), which was at issue in this case. The district understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings, including to enforce the specific terms and obligations of the Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings, including to enforce the Agreement, OCR shall give the district written notice of the alleged breach and 60 calendar days to cure the alleged breach.

Effective Date

This Agreement will become effective immediately upon the signature of the Superintendent or his designee below.

Signed:

_____/s/_____
XXXXXX
Executive Director for Secondary Education
Nampa School District No. 131

April 7, 2017
Date