

VOLUNTARY RESOLUTION AGREEMENT

I. INTRODUCTION

Seattle School District No. 1 (District) enters into a Voluntary Resolution Agreement (agreement) to resolve the allegation in a complaint (OCR Reference No. 10221119) filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Section 504 of the Rehabilitation Act of 1973 (Section 504) and Title II of the Americans with Disabilities Act of 1990 (Title II).

II. RESOLUTION PROVISIONS

- A. Action Item: Policies and Procedures – By September 30, 2022, the District will review and revise its communication policies and procedures at XXXXX (school) to ensure that they do not discriminate against students with hearing impairments. Specifically, the review must address effective communication to students with hearing impairments of information that is provided to hearing students through the school’s public address system, the school’s notification process for emergencies, and the schools’ process for responding to fire alarms.
- B. Reporting Requirement: Policies and Procedures – By October 14, 2022, the District will submit to OCR, for its review and approval, a copy of its revised policies and procedures. If OCR requires any changes to the policies and procedures, OCR will provide such feedback to the District and the District will submit revised policies and procedures to OCR within 30 days of receiving OCR’s feedback. The District and OCR will continue this process until OCR approves the District’s policies and procedures.
- C. Action Item: Adoption of Revised Policies and Procedures – Within 30 days of receiving OCR’s written approval of the revised policies and procedures, the school will adopt the revised policies and procedures and ensure that all of the District’s relevant electronic and print publications and resources include the revised policies and procedures.
- D. Reporting Requirement: Adoption of Revised Policies and Procedures – Within 30 days of adopting the revised policies and procedures, the school will provide documentation to OCR demonstrating that it has adopted the revised policies and procedures.
- E. Action Item: Notice to Employees – Within 30 days of receiving OCR’s written approval of the revised policies and procedures, the District will prepare a notice to be issued to school employees regarding their obligations to implement the revised policies and procedures.
- F. Reporting Requirement: Notice to Employees – Within 30 days of preparing the written notice to employees, the District will submit to OCR, for its review and approval, a copy of the written notice to employees. If OCR requires any changes to the written notice to employees, OCR will provide such feedback to the District and the District will submit a

revised written notice to employees to OCR within 30 days of receiving OCR's feedback. The District and OCR will continue this process until OCR approves the District's written notice to employees.

- G. Action Item: Issuing Notice to Employees – Within 30 days of receiving OCR's written approval of the notice to employees, the District will issue the notice to all relevant school employees regarding their obligations to implement the revised policies and procedures.
- H. Reporting Requirement: Issuing Notice to Employees – Within 30 days of issuing the notice to employees, the District will provide documentation to OCR demonstrating that that school employees have been provided appropriate notice.
- I. Action Item: Letter to Parents/Legal Guardians – Within 30 days of adopting the revised policies and procedures, the District will prepare a letter to the parents/legal guardians of students with hearing impairments at the school apprising them of the District's revised policies and procedures.
- J. Reporting Requirement: Letter to Parents/ Legal Guardians – Within 45 days of adopting the revised policies and procedures, the District will submit to OCR, for its review and approval, a copy of the letter to parents/legal guardians. If OCR requires any changes to the letter, OCR will provide such feedback to the District and the District will submit a revised letter to employees to OCR within 30 days of receiving OCR's feedback. The District and OCR will continue this process until OCR approves the District's letter.
- K. Action Item: Issuing Letter to Parents/Legal Guardians – Within 30 days of receiving OCR's written approval of the letter to parents/legal guardians, the District will issue the letter to the parents/legal guardians of students with hearing impairments at the school.
- L. Reporting Requirement: Letter to Parents/Legal Guardians – Within 30 days of issuing the letter to the parents/legal guardians of students with hearing impairments at the school, the District will provide documentation to OCR demonstrating that it has done so.

III. GENERAL PROVISIONS

- A. By signing the resolution agreement, the District agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the resolution agreement. During the monitoring of the resolution 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 the resolution agreement.

- B. The District understands that OCR will not close the monitoring of the agreement until such time as OCR determines that the recipient is in compliance with the terms of the agreement and the statute(s) and regulation(s) at issue in the case; and
- C. The District understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings in the event of breach. Before initiating such proceedings, OCR will give the recipient written notice of the alleged breach and 60 calendar days to cure the alleged breach.

Signed:

_____/s/_____
Dr. Brent Jones
Superintendent
Seattle School District No. 1

____September 1, 2022_____
Date