

VOLUNTARY RESOLUTION AGREEMENT

Reynolds School District voluntarily agrees to take the following actions to resolve the complaint (Reference No. 10221314) filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688, and its implementing regulation at 34 C.F.R. Part 106.

I. REMEDIAL PROVISIONS

A. All Facilities Assessment

The district agrees to take necessary steps consistent with Title IX to ensure that boys' interscholastic athletic teams and the girls' interscholastic athletic teams at Reynolds High School (school) are provided with equivalent benefits, opportunities, and treatment with respect to the provision of locker rooms, practice and competitive facilities. The district will conduct an assessment and comparison of the facilities used by the boys' interscholastic athletic teams and the girls' interscholastic athletic teams at the school to ensure that members of both sexes are provided with equivalent benefits, opportunities, and treatment with respect to the provision of locker rooms, practice, and competitive facilities. The assessment will include but not be limited to, the following factors:

1. quality and availability of facilities provided for practice and competitive events;
2. exclusivity of use of facilities provided for practice and competitive events;
3. proximity of practice and competitive facilities that are located off campus;
4. availability of locker rooms;
5. quality of locker rooms, practice, and competitive facilities;
6. maintenance of locker rooms and practice and competitive facilities;
7. preparation of facilities for practice and competitive events; and
8. input by coaches, student-athletes, and other knowledgeable individuals.

B. Baseball/Softball Facilities Assessment

The district agrees to take necessary steps consistent with Title IX to ensure that concerns regarding the equivalency of the softball and baseball facilities at the school are addressed. The district will complete an assessment and comparison of the softball and baseball locker rooms, practice and competitive facilities used by school teams and determine what improvements, if any, are needed to make the

girls' softball team's facilities equivalent to the boys' baseball team's facilities. To ensure a comprehensive evaluation of the existing condition of the fields for boys' baseball and girls' softball practice and competition, the assessment will include but not be limited to, the following:

1. a comparison between the practice and competitive facilities used for boys' baseball and girls' softball teams. The evaluation should include, but need not be limited to, the following features:
 - field conditions;
 - field availability and accessibility;
 - dugouts and bullpens;
 - batting cages;
 - storage facilities;
 - concession stands;
 - spectator seating;
 - field tarps and maintenance equipment;
 - scoreboards;
 - lighting; and
 - signage safety features (such as perimeter fencing and warning tracks)
2. input from the softball and baseball student-athletes at the school; and
3. input from the head coaches and assistant coaches of the school's softball and baseball teams.

C. Determinations

1. If the district determines through its assessments in I.A or I.B that facilities used by girls' and boys' teams are equivalent and that no improvements are necessary, the district will report that determination to OCR, as reflected in section I.D.2., below.
2. If the district determines that any changes are necessary to provide equivalent facilities, the district will develop a detailed Corrective Action Plan ("CAP") and a timetable for completing the improvements necessary for providing equivalent practice and competitive facilities within 90 calendar days of receiving OCR's written approval of the District's assessments in I.A and I.B.

3. The District will implement the CAP within the time frames specified in the CAP.

D. Reporting Provision

1. Within 120 calendar days of the execution of this resolution agreement, the district will provide OCR with a written report of its assessments of facilities under section 1.A and 1.B above. This report will include a description of the process followed in conducting the assessments, the information considered, and the conclusions reached, including any reports developed. In addition, the district will provide OCR:
 - a. a copy of the input from the coaches or, if the comments were provided orally, a written summary of each coach's comments; and
 - b. a list of student athletes who provided input and a summary of the input provided.
2. Within 10 calendar days of drafting the CAP, the district will provide OCR with a copy of the plan developed pursuant to section I.C.2, above. If no plan was developed, pursuant to section I.C.1, the district will provide OCR with a detailed report which contains sufficient information to demonstrate that the locker rooms, practice and competitive facilities for girls' and boys' sports and for girls' softball and boys' baseball are equivalent. In addition, the district will provide OCR:
 - a. a copy of the input from the coaches or, if the comments were provided orally, a written summary of each coach's comments;
 - b. a list of student athletes who provided input and a summary of the input provided; and
 - c. the names and contact information for parents or guardians of all student athletes who competed for the school during the 2021-2022 academic year.
3. OCR will review the reports and/or plans submitted by the district and notify the district if additional data is needed or if revisions are required. If OCR requires additional data or revisions to the reports and/or plans, the district will re-submit the report and/or plan to OCR for review and approval within 30 calendar days of receiving notice of the need for

additional data and revisions required by OCR. OCR and the district will follow the same process until OCR approves the district's report and/or plan.

4. No later than 180 calendar days of receiving OCR's approval of the district's report and/or plan, the district will provide OCR with a written report of the implementation of its plan, if any, pursuant to section I.D.2 above. The report will include a description of all activities undertaken that resulted in the implementation of the CAP.

II. GENERAL MONITORING PRINCIPLES

- 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 district is in compliance with the terms of the agreement and the statute and regulations at issue in the case.
- C. The district understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice for judicial proceedings in the event of breach. Before initiating such proceedings, OCR will give the district written notice of the alleged breach and 60 calendar days to cure the alleged breach.

This agreement will become effective immediately upon the signature of district's representative.

Signed:

Date:

/s/

January 10, 2023

Dr. Christopher Ortiz
Deputy Superintendent