

Voluntary Resolution Agreement
Horry County Public Schools
OCR Complaint No. 11-12-1176

Horry County Public Schools (the District) voluntarily enters into this resolution agreement (the Agreement) with the U.S. Department of Education's Office for Civil Rights (OCR) to resolve the above-referenced complaint. This Agreement does not constitute an admission of discrimination or other wrongdoing and OCR has made no determination that the District has violated Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II) or any other laws enforced by OCR. Implementation of the following commitments will resolve all issues in the complaint.

Commitment

1. By January 31, 2014, the District will remove from the Complainant's personnel file, the Individual Assistance Plan, dated April 5, 2012, and letter of reprimand, dated April 3, 2012. The District shall notify the Complainant, in writing, that the documents have been removed from his personnel file.

Reporting Requirement: By February 7, the District will provide OCR with a copy of the letter sent to the Complainant explaining what was removed from his personnel file.

2. By January 31, 2014, the District will send the attached memorandum and updated policies, from the Superintendent to all District administrators and staff, the purpose of which is to remind employees of the District's procedures to file complaints of discrimination, and the District's policy that prohibits retaliation against individuals who raise allegations of possible discrimination.

Within 20 business days of executing this agreement, the District will publish the memorandum and attached policies to all District administrators and staff. By the same time frame, the District will publish the memorandum on the District's web site in an easily accessible location.

Within 10 business days of publishing the memo to administrators and staff, the District will provide OCR documentation that all administrators and staff in the District received the electronic copy of the memo and attachments.

The District understands that OCR will not close monitoring of this agreement until OCR determines that it has fulfilled the terms of this agreement and is in compliance with the regulations implementing Section 504 and Title II that were at issue in this complaint.

