

Resolution Agreement
School District of Oconee County
OCR Complaint No. 11-13-1320

School District of Oconee County (the District) agrees to fully implement this resolution agreement (Agreement) to resolve Office for Civil Rights (OCR) Complaint No. 11-13-1320.

1. By **May 1, 2014**, the District will revise its current procedures to provide for the prompt and equitable resolution of complaints alleging any action prohibited by Section 504, including disability harassment, and the revisions will include, at a minimum:
 - a. The terms and definitions of disability discrimination and harassment;
 - b. A provision ensuring that the individual(s) investigating complaints of discrimination, including harassment, are neutral and do not have a conflict of interest (i.e., the procedures will ensure that the individual investigating the complaint was not the same individual accused of discrimination);
 - c. A provision for the adequate, reliable, and impartial investigation of complaints, including the opportunity to present witnesses and other evidence, and the requirement that the investigation (including witness statements, interviews, documentary evidence, and analysis of the evidence in support of the conclusion) will be documented and maintained in a central database or location with other related complaints;
 - d. Written notice to the parties of the outcome of the complaint; and
 - e. A clear statement explaining any appeal options and clarifying the appeal process for all types of disability discrimination complaints (e.g., complaints that the school denied a student a free appropriate public education, complaints of disability harassment, etc.).

Reporting Requirement: By **March 14, 2014**, the District will submit for OCR's review and approval a draft revised Section 504 grievance procedure(s).

Reporting Requirement: Within **10** days after OCR's approval of the District's revised procedure(s), the District will publish the revised procedure(s) on its website and will provide all District parents/guardians/students with a letter or e-mail notifying them of the revised grievance procedure and providing them with a link to the grievance procedure on its website.

Reporting Requirement: By **May 1, 2014**, the District will submit to OCR a link to its website evidencing publication of the revised procedure(s) and documentation that notice of the procedure(s) was provided to District parents/guardians/students. By **August 1, 2014**, the District will also revise its 2014-2015 student handbooks to reflect this change and to include a copy of the revised grievance procedure and submit to OCR a copy of the revised handbook.

2. The District will revise its notice of nondiscrimination to include the contact information of the District's Section 504 coordinator and will also include references to the laws and regulations that OCR enforces. The District will widely publish this notice in a variety of publications, including its website, student handbook, pamphlets, and other publications.

Reporting Requirement: By **March 14, 2014**, the District will provide OCR with a copy of its revised notice of non-discrimination for its review. Within **10** days of OCR's approval of the revised notice of nondiscrimination, the District will ensure that each of its electronic and printed publications of general distribution that provide information to employees and students about District services and policies contain the revised notice of non-discrimination. Inserts may be used pending reprints of these publications. The District will provide OCR with

documentation that it has implemented this item, including copies of any printed publications, and web links to any electronic publications containing the notice.

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has fulfilled its terms and is in compliance with the regulations implementing Section 504, at 34 C.F.R. Part 104 and Title II, at 28 C.F.R. Part 35. The District also understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the District understands that during the monitoring of this 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 this Agreement and is in compliance with the regulations implementing Section 504, at 34 C.F.R. Part 104 and Title II, at 28 C.F.R. Part 35.

The District understands and acknowledges 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.

_____/S/
Superintendent or Designee
School District of Oconee County

_____/2/10/2014
Date