

Resolution Agreement

Georgetown County School District OCR Complaint No. 11-13-1323

Georgetown County School District (the District) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Complaint No. 11-13-1323 (the Complaint). Full implementation of this Agreement by the District resolves OCR's compliance concerns regarding the Complaint No. 11-13-1323.

1. By **May 1, 2014**, the District will revise the procedures used to address allegations of discrimination based on sex, including sexual harassment, under Title IX of the Education Amendments of 1972 (Title IX). The procedure(s) will provide for the prompt and equitable resolution of complaints alleging any action prohibited by Title IX, and will provide at a minimum:
 - a. notice to students, parents, and employees of where written complaints may be filed;
 - b. application of the procedure to complaints by students alleging sex discrimination carried out by employees or third parties;
 - c. adequate, reliable, and impartial investigation of complaints, including an equal opportunity to present witnesses and other evidence;
 - d. designated and reasonably prompt timeframes for the major stages of the complaint, as well as the process for extending timelines;
 - e. written notice to the parties of the outcome of the complaint;
 - f. if the procedures do not apply to certain types of complaints (e.g., sexual harassment), a cross reference to the procedures that do apply to such complaints;
 - g. a statement that the civil rights laws prohibit retaliation against individuals who file complaints under these laws or participate in a complaint investigation;
 - h. removal of the statement that any student found to have made a frivolous or malicious charge will be subject to disciplinary action or inclusion of appropriate standards as to how this is determined; and
 - i. an assurance that the school will take steps to prevent recurrence of harassment and to correct any discriminatory effects on the complainant and others, if appropriate.

2. The District will revise its 2014 - 2015 Parent-Student Handbook to identify and provide contact information for the current Title IX Coordinator, including the telephone number or email address. In addition, the District will revise its notice of nondiscrimination to accurately reflect the contact information for the District of Columbia OCR.

Reporting Requirement: By **May 1, 2014**, the District will submit for OCR's review and approval its draft revised grievance procedure and notice of nondiscrimination applicable to claims of sex discrimination under Title IX and its revised notice of nondiscrimination.

Reporting Requirement: Within 10 days after OCR's approval of the District's revised procedure and notice of nondiscrimination, the District will publish the revised procedure and notice of nondiscrimination on its website and will submit to OCR a link to its website evidencing publication of the revised procedure and notice. 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 procedures and notice. By **August 1, 2014**, the District will submit to OCR a copy of the revised handbook.

3. To the extent that the District offers multiple processes by which a student, parent or guardian may file a Title IX concern, the District will clearly communicate in its handbook and in a prominent place on its website the various options available and the issues to which each applies. This statement must be detailed enough to allow the student, parent or guardian to make a meaningful choice among the available options.

Reporting Requirement: By **May 1, 2014**, the District will submit for OCR's review and approval a draft statement clarifying the options available for a student to pursue a Title IX concern.

Reporting Requirement: Within 10 days after OCR's approval of the District's statement, the District will publish the statement in a prominent place on its website and will submit to OCR a link to its website evidencing publication of the statement. By **August 1, 2014**, the District will also revise its 2014 - 2015 student handbooks to reflect this clarification.

4. By **August 1, 2014**, the District will provide written notice to students, parents, faculty and staff of the revised grievance procedures applicable to claims of sex discrimination under Title IX.

Reporting Requirement: By **August 1, 2014**, the District will provide to OCR a copy of the notice regarding the revised procedures and documentation substantiating the dissemination of the notice to all District faculty and staff. By **August 1, 2014**, the District will provide to OCR a copy of the notice provided to students and parents via e-mail or newsletter containing a link to the revised procedure.

5. By **August 15, 2014**, the District will provide in-service training to all District administrators regarding the District's responsibilities and obligation to comply with the regulations implementing Title IX regarding sexual discrimination, including sexual harassment. This training will include instruction on Title IX's procedures to be followed in reporting, investigating, and issuing a final determination on a grievance of sexual discrimination or harassment.

6. By no later than **September 8, 2014**, the District will provide in-service training to all District staff regarding the District’s responsibilities and obligation to comply with the regulations implementing Title IX regarding sexual discrimination, including sexual harassment. This training will include instruction on Title IX’s procedures to be followed in reporting, investigating, and issuing a final determination on a grievance of sexual discrimination or harassment.

Reporting Requirement: By **July 1, 2014**, the District will provide for OCR’s review and approval a copy of the training materials prepared for items 5 and 6 above, including the name(s) and title(s) of the trainer(s) and any handouts or presentations developed.

Reporting Requirement: Within 5 school days of the completion of each required training, the District will submit the name(s) and title(s) of the in-service trainer(s), the date of the in-service training, the materials used, and the sign-in sheet indicating the names and titles of participants, as specified in items 5 and 6 above.

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has fulfilled the terms of this Agreement and is compliance with the regulation implementing Title IX, at 34 C.F.R. Section 106.8 which were at issue in this case. The District 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, with proper notice to 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 compliance with the regulation implementing Title IX, at 34 C.F.R. Section 106.8.

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/
Dr. H. Randall Dozier, Superintendent
Georgetown County School District

March 31, 2014
Date