

**RESOLUTION AGREEMENT**  
**Fauquier County Public Schools**  
***OCR Complaint No. 11-16-1385***

Fauquier County Public Schools (the Division) agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegation(s) investigated in Office for Civil Rights (OCR) Complaint No. 11-16-1365. This Agreement does not constitute an admission by the Division of a violation of Section 504 of the Rehabilitation Act of 1973 (Section 504) or Title II of the Americans with Disabilities Act of 1990 (Title II), or any other law enforced by OCR.

1. The Division will send a memo to administrators and instructional staff at all Division high schools clarifying that: (a) upon request, an exception to the XXXXX policy will be granted if the Division determines that a sufficient XXXXX; and (b) when there is ambiguity/disagreement about whether XXXXX, a group of knowledgeable people (e.g., Section 504 team or Individualized Education Program (IEP) team) will convene to determine whether the XXXXX, whether any consequences related to the XXXXX should be waived or modified (e.g., XXXXX), and whether the XXXXX suggest the need for any reevaluations or modifications to a Section 504 plan or IEP.

Reporting Requirements:

- a. By September 15, 2019, the Division will submit a draft of the memo referred to in provision 1 to OCR;
  - b. By October 22, 2019, the Division will finalize the memo and provide documentation to OCR that the memo has been provided to all employees specified in provision 1.
2. By October 15, 2019, the Division will provide Section 504 and Title II training for all administrators at the Division's high schools regarding the Division's obligation to not discriminate against students based on disability, including making reasonable modifications to policies, practices, and procedures when necessary to avoid discrimination against individuals with disabilities.

Reporting Requirement:

- a. By October 22, 2019, the Division will provide documentation that the training took place, which will include a copy of the presentation and any supporting documentation, the name(s) and title(s) of the presenters, and a sign-in sheet that contains the name, title, and signature of each attendee.

The Division 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 the Agreement. Further, the Division understands that during the monitoring of this Agreement, if necessary, OCR may visit the Division, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the Division has fulfilled the terms and obligations of this Agreement. Upon the Division's satisfaction of the commitments made under this Agreement, OCR will close this case.

The Division understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this Agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the Division written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent