

RESOLUTION AGREEMENT
Brunswick County School District
OCR Case No. 11-17-1085

Brunswick County Public Schools (the District) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Case No. 11-17-1085. This Agreement does not constitute an admission by the District of a violation of Title IX of the Education Amendments of 1972 (Title IX), or any other law enforced by OCR.

I. Individual Remedy for the Student

By June 15, 2017, the District will send a letter to the Student and her parents. The letter will include:

- A. an invitation for the Student to participate as a Student Trainer during the XXXX football season and thereafter;
- B. an assurance of the District's commitment not to discriminate based on sex in any program or activity of the District, including in extracurricular or volunteer activities;
- C. a description of the training the District has conducted or will conduct pursuant to Section II of this agreement; and
- D. a copy of the District's sex discrimination policies and procedures.

REPORTING REQUIREMENT

- A. By May 31, 2017, the District will provide OCR with a draft of the letter it intends to send to the Student pursuant to section I.A. of this agreement.
- B. By June 15, 2017, the District will send the letter to the Student.
- C. By June 20, 2017, the District will provide OCR with a copy of the letter sent to the Student and her parents and documentation confirming that it was sent.

This training may be provided by OCR staff at the District request.

II. Training for Athletic Department Staff

By September 15, 2017, the District will provide training to the Principal, Assistant Principals, Athletic Director, Assistant Athletic Directors, Athletic Trainer for the Football Teams, and all coaches of the JV and Varsity Football Teams at XXXX School about sex discrimination prohibited by Title IX, including discrimination based on sex stereotypes. The District will ensure that the trainer is knowledgeable about the requirements of Title IX, 34 C.F.R. Part 106, and that the training includes at minimum information about

- A. who is protected by Title IX;
- B. the types of discrimination that may arise in schools under Title IX;
- C. the District's obligation under Title IX not to discriminate on the basis of sex and to respond to reports of possible sex discrimination promptly and appropriately;

- D. examples of sex discrimination against students for exhibiting what is perceived as a stereotypical characteristic for their sex, and for failing to conform to stereotypical notions of masculinity and femininity; and
- E. the District's policies and procedures prohibiting discrimination based on sex.

REPORTING REQUIREMENT

- A. By July 15, 2017, the District will provide, for OCR's review and approval, an outline of the contents of the training, as well as the name and qualifications of the trainer(s), unless the training is to be provided by OCR.
- B. By September 25, 2017, the District will provide documentation that the training occurred, including the date(s) of the training, the materials used or disseminated, and a copy of the sign-in sheet with the names, titles, and signatures of all participants.

III. Memo to School Staff

By August 31, 2017, the District will send a memo to School staff:

- A. Reaffirming the District's obligation under Title IX to not discriminate based on sex in any program or activity of the District, including in extracurricular or volunteer activities;
- B. Citing the District's sex discrimination policies and procedure and directing staff on how to access the policy and procedure; and
- C. Providing the contact information for the individual(s) on the District level to whom staff, student, or parent questions about, or complaints/reports of, possible sex discrimination should be directed.

REPORTING REQUIREMENT

- A. By August 1, 2017, the District will provide OCR with a draft of memo it intends to send to School staff pursuant to section III of this agreement.
- B. By August 31, 2017, the District will send the memo to School staff.
- C. By September 25, 2017, the District will provide a copy of the memo sent to School staff and documentation that it was sent.

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 in compliance with the regulation implementing Title IX, , at 34 C.F.R. Part 106.

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the District understands that during the monitoring of this Agreement, 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 regulation implementing Title IX at 34 C.F.R. Part 106, which was at issue in this case.

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.

By: _____/s/_____ Date: _____05/12/2017_____

Superintendent