

RESOLUTION AGREEMENT
Alexandria City Public Schools
OCR Complaint Nos. 11-17-1324 and 11-17-1325

Alexandria City Public Schools (the Division) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Complaint Nos. 11-17-1324 and 11-17-1325. This Agreement is entered into by the Division in a good faith and solely in a voluntary attempt to resolve the above-referenced complaints. By entering into this Agreement, the Division in no way agrees or intends to suggest that it has failed to comply with the requirements of any applicable legal requirements, either in regards to these specific complaints, or in any other respect, and this Agreement does not constitute an admission by the Division of a violation of Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulation at 34 C.F.R. Part 100, or any other law enforced by OCR.

Action Item A: Equal Opportunity Memorandum

By October 31, 2019, the Division will disseminate a memorandum, in a form substantially similar to that attached as Exhibit A, to all XXXXXX (the School) faculty and instructional staff that the Division will ensure that all students are provided with an equal opportunity to participate in all classroom activities, regardless of race, color, or national origin, including with respect to classroom seating assignments.

Reporting Requirement:

Within 15 calendar days of issuance, the Division will provide OCR with documentation indicating that the memorandum has been circulated to the individuals identified above.

Action Item B: Title VI Training

By January 31, 2020, the Division will provide training to all Division and School-level administrators and staff responsible for responding to complaints regarding alleged violations of Title VI. The training will cover Title VI's prohibition against discrimination on the basis of race, color, and/or national origin. The training will include a discussion of: (a) examples of what constitutes race, color, and/or national origin discrimination, including but not limited to different treatment on those bases; (b) recognizing acts of discrimination on those bases; and (c) the effects of discrimination on those bases on students in the elementary and secondary education context. In addition, the training will cover the Division's policies and grievance procedures for addressing Title VI complaints.

Reporting Requirements:

- a. By December 15, 2019, the Division may voluntarily submit to OCR an outline of the content of the training and the name and credentials of the individual who will present the training to Division and School-level administrators and staff.

- b. Within 5 calendar days of the training, the Division will provide documentation that such training was provided consistent with the requirements above, including: (a) the name(s) of the individual(s) who conducted the training; (b) a list of the individuals who attended the training and their positions; (c) the date(s) the training was conducted; and, (d) copies of any training materials disseminated.

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 of this Agreement. Upon the Division's satisfaction of the commitments made under this Agreement, OCR will close these complaints.

The Division 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 will give the Division written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

By: _____/s/_____ Date: September 24, 2019
Dr. Gregory C. Hutchings, Jr.
Superintendent or Designee
Alexandria City Public Schools