

**RESOLUTION AGREEMENT**  
**New Hanover County Public Schools**  
***OCR Complaint Nos. 11-16-1045, 11-17-1166, & 11-18-1056***

New Hanover County Public Schools (the District) agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegations investigated in Office for Civil Rights (OCR) Complaint Nos. 11-16-1045, 11-17-1166, & 11-18-1056. 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.

1. The District will review its response to the Complainant's XXXXX report that Student A was sexually assaulted by another student and XXXXX. This review will assess whether the District provided a prompt and equitable response, including, as appropriate, interim measures for Student A. If the District determines that it failed to provide a prompt and equitable response, including, as appropriate, interim measures, it will determine whether Student A has any continuing effects from that failure that the District can address at this time and implement appropriate actions consistent with that determination.

Reporting Requirements:

- a. By July 31, 2020, the District will conduct the review pursuant to Paragraph 1 and provide to OCR the written results and any proposed actions as a result of that review.
  - b. Within ten (10) days of completing the actions the District determines are necessary as a result of its review, if any, the District will provide evidence of its completed actions to OCR.
2. By August 31, 2020, the District will provide training to all District and high-school administrators, including the Superintendent and all Assistant Superintendents, Principals, Assistant Principals, and any other District or high-School level employees who have a role in investigating or resolving reports under Title IX, on its obligations under Title IX concerning sexual harassment and retaliation. All employees of the District will be made aware of Title IX reporting procedures and requirements.

Reporting Requirement:

- a. By September 4, 2020, the District will provide OCR with documentation confirming completion of the required training, including: (a) the name of the individual(s) who conducted the training and their qualifications; (b) the date(s) of the training session(s); (c) all training materials; and (d) a sign-in sheet including a list of the names, signatures, and titles of the District/School personnel who participated in each training session.
3. The District will review its Title IX policy (the Policy) to ensure that retaliation is explicitly prohibited under the Policy and that reports of retaliation receive a prompt and equitable response.

Reporting Requirements:

- a. By July 31, 2020, the District will provide to OCR a report of its review and proposed revisions, if any, to ensure the Policy prohibits retaliation and requires a prompt and equitable response to reports of retaliation.
  - b. By August 10, 2020, the District will (i) publish the Policy on its website; and (ii) provide notice of the Policy to District and School staff, parents, and other members of the District community; and provide to OCR documentation showing that it has published and provided notice of the Policy.
4. By August 31, 2020, the District will complete an investigation of the XXXXX. Once complete, the District will provide the Complainant with written notice of the outcome of the investigation.

Reporting Requirement:

- a. By September 4, 2020, the District will provide OCR with a copy of the notice of outcome provided to the Complainant under this Paragraph, as well as a copy of the investigation report and all documentation referenced in the investigation report.

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 the 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 and obligations of this Agreement. Upon the District's satisfaction of the commitments made under this Agreement, OCR will close this case.

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

By: \_\_\_\_\_

Date: 6/17/2020