

RESOLUTION AGREEMENT
Winston-Salem Forsyth County Schools
OCR Complaint No. 11-18-1440

Winston Salem Forsyth County Schools (the District) agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegation(s) investigated in Office for Civil Rights (OCR) Complaint No. 11-18-1440. This Agreement does not constitute an admission by the District of a violation of Title VI of the Civil Rights Act of 1964 (Title VI) or any other law enforced by OCR.

I. INDIVIDUAL REMEDY

- A. The District will arrange for a neutral individual, unaffiliated with the allegations in this complaint, to review the Complainants' grading concerns from the XXXXX school year. This review process will include the individual reviewing emails between the Complainants and School staff regarding grading concerns that were brought to the School's attention during the XXXXX school year and, if necessary, communicating with the Complainant and the Teacher as needed to review concerns that were raised but not previously responded to. If the review process results in a finding that any of the Student's final grades for any quarter should be higher than they were reported to be on the Student's XXXXX report card, grade changes will be made to the Student's records. The review process shall not result in the Student receiving lower grades than previously reported on the Student's XXXXX report card. The review will be limited to grading concerns from the XXXXX school year and the determination of the neutral individual will be final. The review process and any necessary grade changes will be completed within ninety (90) days of the signing of this agreement.

Reporting Requirement:

1. Within two weeks of the completion of the review process, the District will provide OCR with a narrative and supporting documentation explaining how the test review process was conducted and what the outcome was. The District will also provide evidence that changes to the Student's final grades for each quarter were completed if the neutral individual determined that such grade changes were warranted.
- B. The District will identify a guidance counselor or another staff member at the Student's middle school who will serve as the Student's point of contact should the Student have any concerns regarding discrimination or harassment by her peers. This individual will meet with the Student as needed, as well as proactively at least once per month, during the 2019-2020 school year to provide a safe space for the Student to discuss her concerns.

Reporting Requirement:

1. Twice during the 2019-2020 school year, the District will provide OCR with a narrative and supporting documentation explaining how the support described in Provision I.B above has been implemented. The first narrative will be due to OCR by January 15, 2020 and the second narrative will be due to OCR by June 15, 2020.

II. TRAINING

- A. By December 31, 2019, the District will provide anti-discrimination training to all teaching staff and administrators at the School. The training will include racial harassment and hostile environment standards under Title VI, as well as a review of the District's anti-harassment policies and procedures.

Reporting Requirement:

1. Within two weeks of the training, the District will provide OCR with documentation related to the training, including the date(s) of the training, a brief description of the training content, the name, position, and signature of each employee who attended the training, and the name, position/expertise and signature of the person who presented the training.

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: _____
Dionne Jenkins
General Counsel