

**RESOLUTION AGREEMENT**  
**Russell County Public Schools**  
***OCR Complaint No. 11-19-1224***

Russell County Public Schools (the Division) agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegation investigated in Office for Civil Rights (OCR) Complaint No. 11-19-1224. This Agreement does not constitute an admission by the Division of a violation of Title II of the Americans with Disabilities Act of 1990 (Title II) or any other law enforced by OCR.

1. By September 9, 2019, the Division will modify all signage relating to prohibiting pets/animals in and around the XXX football stadium to clarify that the prohibition does not apply to service animals.

Reporting Requirement:

- a. By September 9, 2019, the Division will submit to OCR photographic evidence of all modified signage, as set forth above.
2. By September 9, 2019, the Division will revise Russell County Public Schools Board Policy KKA (SERVICE ANIMALS IN PUBLIC SCHOOLS) to bring it into compliance with the applicable provisions of Title II, its implementing regulations at 28 C.F.R. § 35.136, and the Department of Justice's ADA service animal guidance, available at [http://www.ada.gov/service\\_animals\\_2010.htm](http://www.ada.gov/service_animals_2010.htm) and [https://www.ada.gov/regs2010/service\\_animal\\_qa.html](https://www.ada.gov/regs2010/service_animal_qa.html). The Revised Policy should not contain any requirement that individuals using service animals on Division property respond to inquiries concerning the use of service animals beyond those permitted under Title II: 1) if the animal is required because of a disability and 2) what work or task the animal has been trained to perform.

Reporting Requirements:

- a. On September 9, 2019, the Division will submit the Revised Policy to OCR.
- b. By October 7, 2019, the Division will revise its Policy (as described in Action Item 2 above).
- c. By November 12, 2019, the Division will provide OCR with evidence, such as a revised document or website address, indicating that it has published the Revised Policies in all electronic or other locations where Division policies are published.
3. By October 1, 2019, the Division will provide training on the applicable provisions of Title II, its implementing regulations at 28 C.F.R. § 35.136, and the Department of Justice's ADA service animal guidance, available at [http://www.ada.gov/service\\_animals\\_2010.htm](http://www.ada.gov/service_animals_2010.htm) and [https://www.ada.gov/regs2010/service\\_animal\\_qa.html](https://www.ada.gov/regs2010/service_animal_qa.html). The District will provide the training to all School staff and other individuals responsible

for security or admission to School events, including but not limited to School Resource Officers. It will also extend an offer to train other security personnel not directly affiliated with the Division. The training will address the Division's obligations under Title II to permit individuals with disabilities to use service animals on School property, and provide guidelines and examples demonstrating the limited instances when a service animal may be excluded from School property.

Reporting Requirement:

- a. By September 9, 2019, the Division will submit the proposed training materials and will identify the individual(s) who will conduct the training and the qualifications of the individuals.
- b. By October 10, 2019, the Division will provide OCR with documentation confirming completion of the required training, including: a) the date, time and location of the training; b) a copy of any materials disseminated at the training; and c) a sign-in sheet with the attendees' names, titles, and work locations .

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: \_\_\_\_\_  
Name and Title