

**RESOLUTION AGREEMENT**  
**Lancaster County School District**  
**OCR Complaint No. 11-19-1377**

Lancaster County School District (the District) agrees to fully implement this Resolution Agreement (the Agreement) to resolve the allegation investigated in the U.S. Department of Education (the Department), Office for Civil Rights (OCR) Complaint No. 11-19-1377. 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.

**Action Item A: The Student**

1. By December 31, 2020, with the assistance of the District's Title IX Coordinator, and regarding the incident wherein the District determined that the Student was subjected to sexual harassment by two students (Students A and B) on XXXXX (the Incident) at the XXXXX (the School), the District will:
  - a. After consulting with the Student and the Complainant, consider whether the Student requires any supportive measures (such as counseling or academic support) in connection with the District's investigation of the Incident; and
  - b. Provide the Complainant with information to ensure that the Complainant and the Student know how to report any additional incidents sexual harassment.
2. By January 14, 2021, the District will provide the Complainant with notice of the outcome of its investigation into the Incident, which will be comparable to that previously provided to the parents of Students A and B.

**Reporting Requirement:**

By February 1, 2021, the District will provide to OCR documentation of:

1. The actions taken pursuant to Action Item A(1); and
2. A copy of the notice of outcome provided to the Complainant, pursuant to Action Item A(2).

**Action Item B: Title IX Memorandum**

By December 31, 2020, the District will develop and disseminate a memorandum to the District's Title IX Coordinator, as well as all School administrators, regarding the District's/School's obligations under Title IX to provide a prompt and equitable resolution with respect to complaints of student peer sexual harassment and sexual violence. The memorandum shall comply with the terms of the Title IX regulations promulgated by the Department on May 19, 2020, at 85 FR 30026, and will discuss, at a minimum, and with respect to a Title IX resolution process, the District's/School's obligations to: consider whether supportive measures are required for the complainant(s) and respondent(s), and provide simultaneous written notice of the outcome to the complainant(s) and respondent(s).

### **Reporting Requirement:**

By January 14, 2021, the District will provide OCR with a copy of the memorandum disseminated, pursuant to Action Item B.

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 complaint.

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: \_\_\_\_\_

/s/ 10/26/2020

Dr. Jonathan Phipps  
Superintendent (or Designee)  
Lancaster County School District