

**RESOLUTION AGREEMENT**  
**Hanover County Public Schools**  
**OCR Complaint No. 11-19-1394**

Hanover 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. 11-19-1394. 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) or any other law enforced by OCR.

**Action Item A: Memorandum of Equal Opportunity**

By March 15, 2020, the Division will develop and widely disseminate to xxxxxx (the School) staff, students and their parents/guardians, a memorandum affirming its commitment to non-discrimination, particularly with respect to race, color, and/or national origin, in the Division's education programs and activities, including extracurricular activities and athletics.

**Reporting Requirements:**

- a. By February 15, 2020, the Division may voluntarily submit to OCR a draft of the memorandum for review.
- b. By March 31, 2020, the Division will provide OCR with documentation verifying the development of a memorandum consistent with Action Item A above and detailing the electronic and/or other means of dissemination to School staff, students, and parents/guardians.

**Action Item B: Training**

By May 31, 2020, or as soon thereafter as training can be conducted by OCR staff in coordination with the Division, the Division will ensure that all middle school and high school principals, assistant principals, and student activities directors in the Division, current paid athletic coaches, and curriculum specialist for health and physical education, are provided training on Title VI's prohibition against discrimination on the basis of race, color, and/or national origin in the Division's programs and activities. 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 reiterate that the Division's implementation of Division policies and procedures, and if different, individual schools' policies and procedures, related to student participation in extracurricular activities, including athletics, regardless of race, color, and/or national origin must be in accordance with Title VI. The training(s) will be conducted by OCR staff.

**Reporting Requirement:**

Upon completion of the training conducted by OCR staff, the Division will provide OCR with a list of attendees by name, title, and if applicable, school.

**Action Item C: Development of Protocol**

By March 15, 2020, given that the Division requires that student participants of extracurricular activities and athletics, and/or their parents/guardians, to sign participation contracts, the Division will implement a written policy or procedure governing such participation contracts (the Protocol). The Protocol will provide for the School's Activities Director and/or Principal to review and approve, prior to being imposed, the imposition of consequences that would result in the removal or the suspension (literally, or in effect) of the student participant from the athletic team for an alleged violation of the participation contract and/or the Code of Student Conduct, to ensure that such decisions/consequences are appropriately documented and implemented consistently and fairly.

**Reporting Requirements:**

- a. By February 15, 2020, the Division may voluntarily submit to OCR a draft of the Protocol for review.
- b. By March 31, 2020, the Division will provide OCR with documentation verifying the development of the Protocol, and detailing the electronic and/or other means of the dissemination of the Protocol to the School's Activities Director, the School Principal, and relevant staff, consistent with Action Item C above.
- c. By June 30, 2020, and again by December 31, 2020, the Division will provide OCR with documentation indicating the implementation of the Protocol as applied to the School's xxxxx Program (the Program), as described in Action Item C above.

**Action Item D: Individual Student Relief**

By February 15, 2020, the Division will rescind the consequence given to the Student by Program staff, on or about January 11, 2019, regarding her participation in the Program and will ensure that the rescission is accurately reflected in her student records if those records, in fact, include any reference to the consequence given. The Division will provide the Complainant with notification of the rescission, by email/postal mail. The notification will also state that in the event that the Student reenrolls in the School in accordance with the Division's School Admissions policy (Policy 7-2.3), she will be eligible to apply/try-out for the Program.

**Reporting Requirement:**

By February 29, 2020, the Division will provide OCR with documentation verifying that it provided the Complainant with notification of the rescission by email/postal mail.

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 complaint.

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: \_\_\_\_\_/s/\_\_\_\_\_ Date: 2/5/2020  
Dr. Michael B. Gill  
Superintendent (or designee)  
Hanover County Public Schools