

RESOLUTION AGREEMENT
Union Day School
OCR Complaint No. 11-19-1427

Union Day School (the School) agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegation investigated in Office for Civil Rights (OCR) Complaint No. 11-19-1427. This Agreement does not constitute an admission by the School of a violation of Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), or any other law enforced by OCR.

1. By January 31, 2020, the School will provide mandatory training to any School administrators or staff who have attended IEP or Section 504 meetings that included the Complainant, as well as the Head of School and Assistant Head of School, on retaliation, including guidance describing the elements of retaliation. The training will include guidance on appropriately working with XXXX to ensure compliance and consistency with the anti-retaliation protections under Section 504 and Title II.

Reporting Requirement:

- a. By February 6, 2020, the School will provide OCR with documentation confirming completion of the required training, including: (a) the name(s) of the individual(s) who conducted the training and their qualifications; (b) the date(s) of each training session(s); (c) a sign-in sheet including a list of the names, signatures, and titles of the School personnel who participated in each training session; and (d) all training materials. If the School decides it would like OCR's feedback in advance, it may provide OCR with a draft copy of the training materials two weeks before the date of the training.
2. By January 10, 2020, the School will send a letter to the Complainant XXXX.

Reporting Requirements: Immediately upon sending the letter described above, the School will provide a copy of the letter to OCR.

The School 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 School understands that during the monitoring of this Agreement, if necessary, OCR may visit the School, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the School has fulfilled the terms and obligations of this Agreement. Upon the School's satisfaction of the commitments made under this Agreement, OCR will close this case.

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

By: _____ Date: _____