

## **RESOLUTION AGREEMENT**

### **Hickory City Schools OCR Case No. 11-21-1356**

Hickory City Schools (the District) agrees to fully implement this Resolution Agreement (Agreement) to resolve the allegation investigated in Office for Civil Rights (OCR) Case No. 11-21-1356. 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.

1. The District will revise its existing dress code to include the following:
  - a. a statement that the District will not discriminate on the basis of sex in the administration of its dress code; and
  - b. a statement that students, parents, and staff may contact the District's Title IX coordinator to file a complaint if they believe that the dress code has been administered in a discriminatory manner.

#### **Reporting Requirements:**

- a. **By April 30, 2022**, the District will provide to OCR a draft of the District's revised dress code for OCR's review and approval.
  - b. **Within 60 days** after the District receives OCR's approval of its revised dress code, the District will provide documentation to OCR reflecting its adoption of the approved dress code. This documentation will include, at a minimum, any links to its website and online publications containing the revised dress code and evidence of its dissemination to staff, parents, and students in the District.
2. The District will provide training regarding the revised dress code to all personnel at Northview Middle School responsible for implementation of the dress code at the School, including, but not limited to, administrators, teachers, counselors, and nurses. The training will also include information regarding the School's responsibility to refrain from separating students on the basis of sex except as permitted by Title IX, and to enforce the dress code in a manner that does not discriminate on the basis of sex. The training will be conducted by individuals knowledgeable about Title IX.

#### **Reporting Requirements:**

- a. **By April 15, 2022**, the District will disseminate a bulletin to all personnel at Northview Middle School responsible for implementation of the dress code at the School explaining that the dress code must be enforced in a manner that does not discriminate on the basis of sex.
- b. **Within 60 days** after the District receives OCR's approval of its revised dress code, the District will submit to OCR, for OCR's review and approval, a copy of the proposed

training materials and the name(s), position title(s), and qualifications of the individual(s) who will conduct the training.

- c. **Within 60 days** of receiving OCR’s approval, the District shall conduct the training and provide verification to OCR, including: (a) the name of the individual(s) who conducted the training; (b) the date(s) of the training session(s); (c) all training materials; and (d) a sign-in sheet with the names, signatures, and position titles of the Northview Middle School personnel who participated in each training session.
3. Northview Middle School will revise its Handbook/Code of Conduct as follows:
    - a. To include the District’s revised dress code, including the statement that it will not discriminate on the basis of sex in the administration of its dress code and the statement that students, parents, and staff may contact the District’s Title IX coordinator to file a complaint if they believe that the dress code has been administered in a discriminatory manner; and
    - b. To be consistent with the District dress code’s statement that “each school shall require full and consistent compliance of the standardized dress code with the least amount of disciplinary action.”

Reporting Requirements:

- a. **By April 30, 2022**, the District will provide to OCR a draft of Northview Middle School’s revised handbook/code of conduct dress code section for OCR’s review and approval.
  - b. **Within 60 days** after the District receives OCR’s approval of Northview Middle School’s revised handbook/code of conduct dress code section, the District will provide documentation to OCR reflecting the School’s adoption of the revised handbook/code of conduct dress code section and documentation that these revisions have been posted on the School’s website and disseminated to School staff, students, and parents.
4. The District will monitor to ensure that Northview Middle School is enforcing the dress code in a manner that does not discriminate on the basis of sex.

Reporting Requirements:

- a. **By July 30, 2022 and July 30, 2023**, the District will provide to OCR a list of all students at Northview Middle School disciplined for a dress code violation during school years 2021-2022 and 2022-2023, respectively. The list will note the sex and grade of each student, the discipline imposed, and the date and nature of the violation.

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 terms and obligations of 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 statutes and regulations. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 calendar days to cure the alleged breach.

By: \_\_\_\_\_ Date: 4/6/22  
Dr. Bryan Taylor, Superintendent