

Resolution Agreement
Oxford Community Schools
OCR Docket #15-14-1148

Oxford Community Schools (the District) submits this Resolution Agreement (Agreement) to the U.S. Department of Education's Office for Civil Rights (OCR) for the purpose of resolving the above-referenced complaint and ensuring compliance with Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100; Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104; and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. § 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35. Accordingly, the District agrees to take the following actions:

1. By February 17, 2015, the District will issue a notice to all coaches and volunteers who work with all afterschool programs and clubs offered at the District's elementary schools, including but not limited to the Academic Games, that specifically states that Title VI, Section 504 and Title II prohibit retaliation against any individual who makes a complaint or participates in an investigation alleging any violation under these statutes, including discrimination based on race, color, national origin, or disability, and that the District will provide notice of this prohibition to the coaches and volunteers annually.
2. By February 17, 2015, the District will provide training, by a person knowledgeable about Title VI, Section 504 and Title II, to all coaches and volunteers who work with afterschool programs and clubs offered at the District's elementary schools, including but not limited to the Academic Games, on the requirements of Title VI, Section 504 and Title II and their implementing regulations as they pertain to nondiscrimination, including their prohibitions against retaliation.

Reporting Requirements

By March 2, 2015, the District will submit documentation to OCR to verify that paragraphs 1-2 of this Agreement have been implemented. Documentation regarding the implementation should include a copy of the notice, details regarding how the notice was distributed to the coaches and volunteers, name(s) and qualifications of the individual(s) who provided the training, the names of all coaches and volunteers who attended the training, and a copy of the sign-in sheet used at the training.

General Requirements

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has fulfilled the terms of this agreement and is in compliance with the regulations implementing Title VI at 34 C.F.R § 100.7(e), Section 504 at 34 C.F.R § 104.61, and Title II at 28 C.F.R. § 35.134, which were at issue in this case.

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 this 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 of this agreement and is in compliance with the regulations implementing Title VI at 34 C.F.R § 100.7(e), Section 504 at 34 C.F.R § 104.61, and Title II at 28 C.F.R. § 35.134.

The District understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10) or judicial proceedings to enforce this Agreement, OCR shall give the District written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

/s/

12/09/14

Superintendent or Designee

Date