

**RESOLUTION AGREEMENT**  
**Lansing School District**  
**OCR Docket #15-16-5001**

The U.S. Department of Education (Department), Office for Civil Rights (OCR), initiated the above-referenced compliance review against the Lansing School District (District), under Title IX of the Education Amendments of 1972 (Title IX), as amended, 20 U.S.C. § 1681 *et seq.*, and its implementing regulation, 34 C.F.R. Part 106. To ensure compliance with the above-referenced statute and to resolve the issues of this review, the District agrees to take the following actions:

**Action Items:**

- I. Supporting Documentation:** The District commits to documenting its decision to discontinue offering single-sex classes at Willow Elementary School (Willow) for the 2017-2018 school year. The District further commits that if it implements single-sex classes or activities anywhere in the District during OCR's monitoring of this Agreement, those classes and activities will be developed in accordance with the requirements of the Title IX regulation at 34 C.F.R. § 106.34(b).

**Reporting Requirement:** By **August 1, 2017**, the District will provide OCR with documentation that shows that the District has discontinued its single-sex classes at Willow for the 2017-2018 school year, such as a copy of the official minutes of the school board meeting approving the change, other official record to indicate the change has been implemented, and any formal notification that went to parents regarding the change.

By **June 30, 2018, and June 30, 2019**, the District will provide OCR with a report indicating whether the District determined to offer single-sex classes or activities at any District school during that upcoming school year (2018-2019 and 2019-2020, respectively). If it determined not to offer single-sex classes or activities during that school year, the report will indicate such. If the District determined to offer single-sex classes or activities during that school year, the report will provide to OCR the information and documentation the District relied on in making the determination that the program was in compliance with the requirements of the Title IX regulation at 34 C.F.R. § 106.34(b), as well as all communications with parents regarding the implementation of and student assignment to single-sex classes or activities. OCR will review the materials for compliance with the requirements of the Title IX regulation at 34 C.F.R. § 106.34. If OCR determined that the materials do not support each single-sex classroom or activity, then within 60 days of receiving notice from OCR the District will provide additional information and documentation addressing the concerns identified by OCR. If the District does not address all regulatory concerns by the end of that school year, the District will discontinue the program and not offer single-sex classes or activities in the following school year unless it undertake wholly new efforts to comply with the Title IX regulation.

**II. Website Notice:** By August 1, 2017, the District will provide notice on its publicly accessible website and on the Willow Facebook page and any other social media site operated by or for Willow that it has discontinued offering single-sex classes at Willow for the 2017-2018 school year, and that if it determines to offer single-sex classes or activities in the future, it will ensure that the classes or activities meet the legal requirements of the Title IX regulation at 34 C.F.R. § 106.34(b). The District will also distribute this notice in writing to all parents and guardians of students in the Willow student assignment geographic area. The District will also remove any references to single-gender classes at Willow on its website and Facebook page.

**Reporting Requirement:** By **August 1, 2017**, the District will provide OCR verification, such as website links, that it has posted the notice in a logical and readily identifiable location on its website and Facebook and other pages as appropriate; that it has issued the notice to the required parents and guardians; and that it has removed references to single-gender classrooms at Willow from its website and Facebook page.

**III. Written Notice:** The District will provide written notice of the requirements that must be met in order to offer single-sex classes and activities, as outlined in the Title IX regulation at 34 C.F.R. § 106.34(b), to the Superintendent, Deputy Superintendent, Executive Director of School Improvement, District Title IX coordinators, Board of Education, and all Willow administrators and teaching staff. Specifically, the notice will address the following requirements for offering nonvocational single-sex classes or extracurricular activities within a coeducational school:

- identify beforehand, for each class or activity, an important educational objective to be achieved (such as improving academic achievement);
- demonstrate beforehand, for each class or activity, that the single-sex nature of the class or activity is substantially related to achieving the specified objective;
- ensure that enrollment in the single-sex class or activity is completely voluntary (through an opt-in, rather than opt-out, process);
- offer a substantially equal coeducational class or activity in the same subject or activity;
- implement the important educational objective in an evenhanded manner; and
- conduct periodic evaluations at least every two years to ensure that the classes or activities are based upon genuine justifications and do not rely on overly broad generalizations about the different talents, capacities, or preferences of either sex and that any single-sex classes or extracurricular activities are substantially related to the achievement of the important objective for the classes or extracurricular activities.

**Reporting Requirement:** By **August 1, 2017**, the District will provide OCR, for its review and approval, a draft of the proposed notice to be sent to staff. Within 15 calendar days of OCR's approval of the notice, the District will issue the notice to the required administrators and staff.

**IV. Training:** If the District decides to consider adding any single-sex classes or activities, the District will provide training to the Superintendent, Deputy Superintendent, Executive Director of School Improvement, District Title IX coordinators, Board of Education, and all administrators and teaching staff at the school(s) for which single-sex classes and activities are being considered on the requirements that must be met in order to offer single-sex classrooms, as outlined in the Title IX regulation at 34 C.F.R. § 106.34(b). Specifically, the training will address the requirements for offering single-sex class or extracurricular activities listed above in Item III.

The District will provide the training no less than four (4) months in advance of taking any steps to implement single-sex classes or activities, including steps to conduct a study or otherwise determine whether the single-sex nature of a class or activity is substantially related to achieving a specified objective.

**Reporting Requirement: By June 30, 2018, and June 30, 2019,** the District will provide OCR with a report indicating whether the District plans to offer single-sex classes or activities during the upcoming school year (2018-2019, 2019-2020, respectively), as stated in the reporting for Action Item I, above. If the District plans to offer single-sex classes or activities during the upcoming school year, the report will include information demonstrating that the District has completed the above training regarding single-sex classes and activities. The report will include the date(s) of the training, a sign-in sheet listing the attendees by name and position, a copy of the training agenda, a copy of the training materials, and the name, title and qualifications of the trainer(s).

### **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 Title IX and its implementing regulation at 34 C.F.R. § 106.34(b), 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 Title IX and its implementing regulation at 34 C.F.R. § 106.34(b), which were at issue in this case.

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 sixty (60) calendar days to cure the alleged breach.

/s/

07/08/2017

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Superintendent or Designee

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Date