

**Coleman Community School District  
Resolution Agreement  
OCR Docket #15-16-7335**

Coleman Community School District (the District) voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, 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.

The District's signing of the Agreement and compliance with the terms herein is not to be construed as an admission of liability or fault against the District in any respect and satisfaction of this agreement is made solely as a resolution of a disputed complaint.

The District agrees to take the following actions:

1. By **October 30, 2020**, the District will send a letter via certified U.S. mail to the Complainant informing him that XXXXX. XXXXX SENTENCE REMOVED XXXXX.

**Reporting Requirement:** By **November 15, 2020**, the District will provide OCR with documentation showing that the District implemented Item 1.

2. By **December 18, 2020**, the District will provide training to administrators, teachers and staff at Coleman Elementary School on Title VI and its prohibition on discrimination based on race. The training must address, but need not be limited to, the following: (a) what constitutes discrimination under Title VI and its implementing regulation; (b) how to recognize the various forms of race, color or national origin discrimination prohibited by the Title VI implementing regulation at 34 C.F.R. § 100.3(b)(1)(i), (ii), (iv), and (v); and (c) how to respond to suspected or known discrimination, including whether and under what circumstances an employee is required to report such discrimination and to whom the discrimination should be reported. The training will be provided by a person(s) knowledgeable about Title VI.

**Reporting Requirement:** By **January 15, 2020**, the District will provide OCR with documentation showing that the District implemented Item 2. The documentation will include information about the date(s) of the training(s); copies of the agenda and any training materials distributed; the name and qualifications of the person(s) who provided the training; and a copy of the sign-in sheets of attendees, indicating name and job title.

### **General Requirements**

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 the Agreement. Upon the District's satisfaction of the commitments made under the Agreement, OCR will close the case.

The District understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Agreement and/or applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

The Agreement will become effective immediately upon the signature of the District's representative below.

/s/

9/15/2020

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Superintendent or Designee

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Date