

**Pleasant Local Schools
Resolution Agreement
OCR Docket #15-18-1010**

Pleasant Local Schools (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 the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106.

The District agrees to take the following actions:

I. The District's Title IX Policies and Procedures

- A. Within 90 calendar days of the execution of this Agreement, the District will revise and submit to OCR for review and approval its policies and procedures for the resolution of Title IX complaints, including sexual harassment complaints. The revisions will be consistent with the Department's current Title IX regulations (2020 amendments), including 34 C.F.R. §§ 106.8(c) (adoption of grievance procedures) and 106.71 (retaliation prohibited). The revisions will also ensure that the District responds to sexual harassment and maintains all relevant recordkeeping consistent with the Title IX implementing regulations at 34 C.F.R. §§ 106.44 – 106.45. The District will ensure that its policies and procedures and related publications concerning its Title IX procedures (e.g., the District's board policies and student handbook) are consistent with each other.

Reporting Requirement: Within 90 calendar days of the execution of this Agreement, the District will submit its policies and procedures to OCR to show its implementation of Item I.A.

- B. Within 30 calendar days of OCR's approval of the policies and procedures, the District will adopt and implement the approved policies and procedures; notify students, parents, guardians, and District staff of the policies and procedures and where copies may be obtained; and post the approved policies and procedures on the District's website.

Reporting Requirement: Within 30 calendar days of OCR's approval of the policies and procedures, the District will submit to OCR documentation showing its implementation of Item I.B. The documentation should include: copies of any electronic or written notice sent to students, parents, guardians, and District staff; a description of how the notices were disseminated; and web links to where the policies and procedures are posted on the District's website.

II. Title IX Training

Within 60 calendar days of OCR's approval of the policies and procedures, the District will provide training to all its employees on the revised policies and procedures, including the District's obligation to prohibit retaliation and maintain recordkeeping under Title IX, and to

ensure that its employees can accurately identify situations that requires a response under Title IX. The District will provide additional training that complies with 34 C.F.R. § 106.45(b)(1)(iii) to Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process; the training will include the definition of sexual harassment in 34 C.F.R. § 106.30, the scope of the recipient's education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. For decision-makers, the training will also include any technology to be used at a live hearing, if applicable, and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. For investigators, the training will also include issues of relevance and how to create an investigative report that fairly summarizes relevant evidence. Training materials must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment.

Reporting Requirement: Within 60 calendar days of OCR's approval of the policies and procedures, the District will provide OCR with documentation verifying that it has carried out the requirements of Item II. The documentation should include: the date(s) of the training(s), copies of the training agenda(s), any presentation(s) and handout materials used for the training(s), the name(s) and qualifications of the trainer(s), a list of the names and job positions of attendees at the training(s), and sign-in sheet(s) with the names and job positions of attendees at the training(s).

III. Title IX Complaint Review

The District will provide a list of all complaints alleging sexual harassment that the District received during the 2020-2021 and 2021-2022 school years. The list will include the date of the alleged incident, the date the complaint was received, the nature of the alleged conduct, the identity of the parties, the date of the notice of outcome to the parties, and any findings of responsibility and associated remedies. In addition, the District will provide OCR with electronic copies of the complete case files corresponding with each resolved complaint and each complaint that has been open (*i.e.*, not yet resolved by the first-level decisionmaker) for more than 60 days.

Reporting Requirement: Within 30 calendar days of the execution of this Agreement, the District will provide a list of all complaints alleging sexual harassment that the District received during the 2020-2021 school year to show partial implementation of Item III. By June 24, 2022, the District will provide a list of all complaints alleging sexual harassment that the District received during the 2021-2022 school year to show full implementation of Item III.

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 the 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/

February 24, 2022

Superintendent or Designee

Date