

**Resolution Agreement  
Southington Local School District  
OCR Complaint # 15-18-1380**

Southington Local School District (the District) submits this Resolution Agreement (the Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), to resolve the above-referenced complaint and to ensure the District's compliance with Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104, as well as with Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. § 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35.

The District agrees to take the actions listed below in order to provide individuals with disabilities, in particular those with mobility impairments, access to the District's programs at its Chalker Building (the Building). Modifications made pursuant to this agreement will be done in accordance with the applicable requirements of Section 504 and Title II.

1. By **April 15, 2024**, the District will ensure that each of its programs, services or activities, conducted at the Building, when viewed in its entirety is readily accessible and usable by persons with disabilities. The District may comply with this requirement through means such as, a redesign of equipment, reassignment of programs and activities to accessible buildings, delivery of services at alternate accessible sites, alteration of existing facilities and construction of new facilities, auxiliary aids and services, or any other innovative methods that result in making each of its programs and activities accessible to disabled persons. As a historic property, the District may achieve compliance by using audio-visual materials and devices to depict those portions of a historic property that cannot otherwise be made accessible, assigning persons to guide disabled individuals through portions of the property that cannot otherwise be made accessible or by adopting other innovative methods. The District is not required to make structural changes in existing facilities when other methods are effective in achieving compliance or if the physical alteration would destroy the historic significance of the property or result in a fundamental alteration in the nature of a service or program. In choosing among available methods for meeting the requirements of this section, the District will give priority to those methods that offer programs, services, or activities to disabled persons in the most integrated setting appropriate after consultation with and giving consideration to the request of the disabled person who will use them.

**REPORTING REQUIREMENT:** By **December 1, 2023**, the District will identify those programs, services and activities at the Building which are inaccessible to disabled individuals and submit for OCR's approval, a plan detailing the method, steps and timeframe it will undertake to achieve accessibility for those programs, services and activities.

Upon OCR's approval of the plan, the District will begin its implementation of the plan. By **April 15, 2024**, the District will provide OCR with documentation that it has implemented its plan and is ensuring that each of its programs, services or activities at the

Building is readily accessible and usable by persons with disabilities.

2. By **January 8, 2024**, the District will develop policies and procedures for ensuring that its programs, services and activities are readily accessible and usable by persons with disabilities who seek to make use of the programs, services and activities. To the extent that the District alters or renovates existing facilities or parts of facilities or constructs new facilities, such alternations, renovations, and new construction will conform to the standards for new construction of the 2010 ADA Standards for Accessible Design, the Uniform Accessibility Standards, published on April 1, 1988, or the Americans with Disabilities Act Accessibility Guidelines, effective January 26, 1992.

**REPORTING REQUIREMENT:** By **January 15, 2024**, the District will submit to OCR its policies and procedures for ensuring that its programs, services and activities are readily accessible and usable by persons with disabilities who seek to make use of the programs, services and activities and, if the District elects to alter or renovate its facilities, the District will submit documentation that its alternations or renovations conform to 2010 ADA Standards for Accessible Design, the Uniform Accessibility Standards, published on April 1, 1988, or the Americans with Disabilities Act Accessibility Guidelines, effective January 26, 1992.

3. By **March 1, 2024**, the District will provide training to all District employees to ensure all employees are knowledgeable about the policies and procedures and their duties in ensuring that all District programs, services and activities are readily accessible and usable by persons with disabilities.

**REPORTING REQUIREMENT:** By **March 22, 2024**, the District will submit to OCR documentation that it provided training to all District employees regarding their duties in ensuring that District programs, services and activities are readily accessible and usable by persons with disabilities.

4. By **March 15, 2024**, the District will provide notice to disabled persons of its willingness to relocate programs, services and activities to an accessible location or make reasonable modifications thereto and provide the name of a person or office to contact to request those accommodations. Such notice will be posted on the District's website and in District buildings.

**REPORTING REQUIREMENT:** By **March 22, 2024**, the District will submit to OCR copies of the notice(s) posted in its buildings and the address of the website where the notice is posted verifying that it provided notice to disabled persons of its willingness to relocate programs, services and activities to an accessible location or make reasonable modifications thereto and provide the name or office to contact to request those accommodations.

**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 Section 504 and its implementing regulation at 34 C.F.R. §§ 104.4(a), 104.21, and 104.22, and Title II and its implementing regulation at 28 C.F.R. § 35.130(a), 35.149, and 35.150, 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 Section 504 and its implementing regulation at 34 C.F.R. §§ 104.4(a), 104.21 and 104.22, and Title II and its implementing regulation at 28 C.F.R. § 35.130(a), 35.149, and 35.150.

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/

09/29/2023

---

Southington Local School District  
Superintendent or Designee

---

Date