

**Fremont City School District  
Resolution Agreement  
OCR Docket #15-22-1052**

The Fremont City 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 Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. § 794, and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. § 12131 *et seq.*, and their implementing regulations at 34 C.F.R. Part 104 and 28 C.F.R. Part 35.

The District agrees to take the following actions:

1. By **January 25, 2023**, the District will develop and submit to OCR for review and approval, a policy and procedure outlining the steps that it will take to ensure that communications with applicants, participants, members of the public, and companions with disabilities are as effective as communications with others with regard to assemblies and guest speakers, as required by the Title II regulation, at 28 C.F.R. § 35.160. The policy and procedure will include the steps that the District will take when the relevant amplification, or related, system is not functioning.

**Reporting Requirement:** By **January 25, 2023**, the District will provide OCR with a draft of its policy and procedure pursuant to Item 1 for review and approval.

2. Within 60 days following approval from OCR of Item 1, the District will adopt and implement the OCR-approved policy and procedure, including providing training for relevant staff and administrators regarding the policy and procedure. If OCR returns the policy to the District after April 1, 2023, and before August 25, 2023, the District will complete the commitments in this paragraph no later than November 1, 2023.

**Reporting Requirement:** Within 60 days of the District's receipt of the OCR-approved policy and procedure, or within 60 days of the extended time period as set forth in Paragraph 2 above, the District will submit documentation to OCR verifying its adoption of the policy and procedure, including documentation that copies of the policy and procedure were distributed to District staff and administrators and that they received the required training.

### **General Requirements**

The District understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Agreement and/or Section 504 and Title II and their implementing regulations, 34 C.F.R. Part 104 and 28 C.F.R. Part 28. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 calendar days to cure the alleged breach.

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has demonstrated compliance with all the terms of this Agreement and is in compliance with Section 504 and Title II, which were at issue in this complaint.

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

/s/

11/08/2022

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Superintendent or Designee

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Date