



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

1350 EUCLID AVENUE, SUITE 325
CLEVELAND, OH 44115-1812

REGION XV
MICHIGAN
OHIO

March 28, 2022

Via E-mail Only to [redacted]

[Redacted]
Administrative Assistant
Ravenna Public Schools Administration
12322 Stafford Street
Ravenna, MI 49451

Re: OCR Docket No. 15-22-1222

Dear [Redacted]:

This letter is to notify you of the disposition of the above-referenced complaint filed on February 3, 2022, with the U.S. Department of Education (Department), Office for Civil Rights (OCR), against Ravenna Public Schools (the District) alleging that the District discriminated against students based on sex. Specifically, the complaint alleged that the District had not identified a Title IX coordinator.

OCR enforces 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, which prohibit discrimination on the basis of sex in any education program or activity operated by a recipient of federal financial assistance. As a recipient of federal financial assistance from the Department of Education, the District is subject to this law.

Based on the complaint allegations, OCR opened an investigation of the following legal issue: whether the District designated at least one employee to coordinate its efforts to comply with and carry out its responsibilities under Title IX, as required by the Title IX implementing regulation at 34 C.F.R § 106.8(a).

During its investigation to date, OCR reviewed information provided by the District. The information reviewed by OCR showed that, with respect to the District's Title IX grievance procedures and identified coordinator, there was a lack in consistency between the District's Board Policies and the information provided in the District's building handbooks. While reviewing the District's handbooks, OCR also noted a similar concern regarding the District's Section 504 and Title II Board Policies and the building handbooks.

Under Section 302 of OCR's *Case Processing Manual*, allegations under investigation may be resolved at any time when, prior to the issuance of a final investigative determination, the recipient expresses an interest in resolving the allegations and OCR determines that it is appropriate to resolve them because OCR's investigation has identified concerns that can be

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addressed through a resolution agreement. In this case, the District expressed an interest in resolving the allegation prior to the conclusion of OCR's investigation and OCR determined resolution was appropriate. On March 18, 2022, the District signed the enclosed Resolution Agreement, which, when fully implemented, will address all of the allegations in the complaint. OCR will monitor the implementation of the Resolution Agreement.

This concludes OCR's investigation of the complaint and should not be interpreted to address the District's compliance with any other regulatory provision or to address any issues other than those addressed in this letter. This letter sets forth OCR's determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public.

Please be advised that the District may not harass, coerce, intimidate, or discriminate against any individual because he or she has filed a complaint or participated in the complaint resolution process. If this happens, the individual may file another complaint alleging such treatment.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. In the event that OCR receives such a request, OCR will seek to protect, to the extent provided by law, personally identifiable information, which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

OCR looks forward to receiving the District's first monitoring report by May 2, 2022. For questions about implementation of the Agreement, please contact Mr. Daniel Scharf. Mr. Scharf will be overseeing the monitoring and can be reached by telephone at (216) 522-7627 or by e-mail at Daneil.Scharf@ed.gov. If you have questions about this letter, please contact me by e-mail at John.Cohen@ed.gov.

Sincerely,

/s/

John Cohen
Supervisory Attorney/Team Leader

Enclosure