

**Pinconning Area Schools
Resolution Agreement
OCR Docket #15-23-1068**

Pinconning Area 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 Title IX and its implementing regulation.

The District agrees to take the following actions:

1. Upon signing this letter, the District will cease and desist XXXXX XXXXX XXXXX
XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX.
Within 15 days of signing this Agreement, the District will inform the Complainant, in writing, that it will XXXXX
XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX
XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX.
2. The District acknowledges that, pursuant to 34 C.F.R. § 106.71, it may not intimidate,
threaten, coerce, or discriminate against any individual for the purpose of interfering with
any right or privilege secured by the laws OCR enforces, or because the individual has
made a complaint, testified, assisted, or participated in any manner in an investigation or
other matter in connection with a complaint. The District recognizes that retaliation (any
adverse action, including, but not limited to, coercion, threats or intimidation) against an
individual who has engaged in a protected activity or participated in the resolution
process of complaints alleging discrimination in violation of statutes and regulations
enforced by OCR, is prohibited under this regulation.
3. By June 2, 2023, the District will review, revise, and/or adopt policies and procedures
addressing XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX, and adopt a
communications strategy for ensuring that information concerning XXXXX is
continually conveyed to employees.
4. Within 60 days of OCR's approval of the District's policies, procedures, and
communication strategy pursuant to Item 3 above, the District will adopt and implement
them and disseminate to all District administrators, staff, and agents a training
memorandum about XXXXX XXXXX XXXXX XXXXX, XXXXX XXXXX XXXXX
XXXXX XXXXX XXXXX, XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX XXXXX
XXXXX XXXXX XXXXX XXXXX XXXXX.

Reporting Requirements:

By June 2, 2023, the District will provide OCR with: documentation showing that the District implemented Items 1-2; a copy of the policies and procedures and communications strategy addressing Item 3 for OCR's review and approval prior to dissemination; and a copy of the training memorandum in Item 4 for OCR's review and approval prior to dissemination.

Within 60 days of OCR’s approval of the policies, procedures, and communications strategy pursuant to Item 3 and the training memorandum drafted pursuant to Item 4, the District will submit documentation to OCR verifying it adopted and implemented the OCR-approved policies, procedures, and communications strategy; and disseminated the OCR-approved training memorandum to all District administrators, staff, and agents. The documentation will include, but not be limited to, verification of each person who received the memorandum by name and job position and confirmation of their receipt and review of the memorandum.

General Requirements

The District understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Agreement and/or Title IX and its implementing regulation at 34 C.F.R. § 106.71, which was at issue in this complaint. 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 Title IX and its implementing regulation.

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

/s/

04/25/2023

Superintendent or Designee

Date