

VOLUNTARY RESOLUTION AGREEMENT
OCR Reference No. 10091315

I. INTRODUCTION

The U.S. Department of Education, Office for Civil Rights (OCR), and the Potlatch School District enter into this Voluntary Resolution Agreement to resolve allegation Nos. 1 and 2 in OCR Reference No. 10091315, a complaint filed with OCR under Title IX of the Education Amendments of 1972.

II. GENERAL PROVISIONS

- A. This Agreement resolves allegation Nos. 1 and 2 in case No. 10091315 and is not intended to constitute, nor shall it be deemed to constitute, an admission by the District of any violation of Title IX of the Education Amendments of 1972, or of any other law or regulation.
- B. OCR agrees to suspend its investigation of allegation Nos. 1 and 2 of OCR Reference No. 10091315 based upon the District's commitment to take the actions specified in this Agreement which, when fully implemented, will resolve these allegations.
- C. OCR will monitor the District's implementation of this Agreement and will close allegation Nos. 1 and 2 of OCR Reference No. 10091315 upon the District's full implementation of this Agreement.
- D. In the event that the District fails to fully implement any provision of this Agreement, OCR will take appropriate measures to effect compliance with Title IX.

III. SUBSTANTIVE PROVISIONS

- A. By April 23, 2010, the District will review and revise, as necessary, its policies and procedures regarding Title IX to ensure that the following provisions are included in accordance with 34 CFR 104.7 and 104.8:
 - 1. at least one employee is designated to coordinate the District's efforts to comply with Title IX;
 - 2. grievance procedures are adopted which provide for the prompt and equitable resolution of Title IX complaints; and
 - 3. sex harassment policies and procedures are adopted which ensure that sexual harassment allegations are promptly investigated and that prompt and effective

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steps are taken that are reasonably calculated to effectively eliminate the harassment and prevent recurrence.

- B. By April 23, 2010, the District will provide written notice to all District high school staff, volunteers, students and parents or guardians that it does not discriminate on the basis of sex under Title IX in the programs or activities it operates, and that specific policies and procedures have been established by the District to ensure compliance with Title IX. The notice may be disseminated using methods determined by the District to be the most effective, such as posting on the school's website, publication in a school newsletter or bulletin, posting the notice at a prominent location on the school's facilities, and/or dissemination by regular or electronic mail. The written notice will include, at a minimum:**
- 1. Information regarding what may constitute sexual harassment and a hostile environment on the basis of sex.**
 - 2. A statement that sexual harassment will not be tolerated by the District and that disciplinary action will be strictly enforced against all individuals who engage in prohibited conduct.**
 - 3. A statement that the District is responsible under Title IX to respond to written or verbal reports of sexual harassment and sex discrimination, and that all staff must report incidents of sexual harassment or sex discrimination to appropriate personnel.**
 - 4. A statement that Title IX prohibits retaliation against anyone who has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding or hearing relating to a complaint of sex discrimination and sexual harassment.**
 - 5. Notice regarding the location of the District's Title IX grievance procedures, and notice of the name, office address and telephone number of the individual who is responsible for coordinating the District's compliance with Title IX.**
- C. By April 23, 2010, the District will provide in-service training to high school staff regarding the District's grievance procedures and sex harassment policies, including notice regarding the staff's obligation to report student-on-student sexual harassment to the Principal, Superintendent or other designated person for appropriate action. The training will include a review of the components contained in the notice described in section III, B, above, and information that is intended to promote awareness among District staff and volunteers of the potential impact that sexual harassment may have on students.**

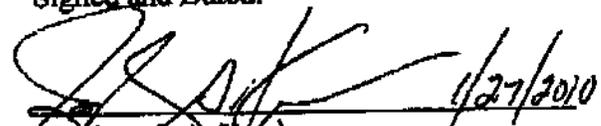
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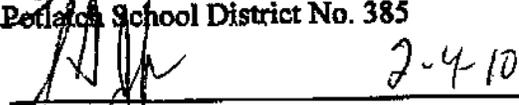
D. By April 23, 2010, the District will issue a written Notice to the parent of the student identified in the complaint. This Notice shall include the following (1) a summary of the steps that the District has taken and will continue to address student on student sexual harassment; (2) provision of the newly amended policies and/or procedures of the District relating to Title IX and sexual harassment; (3) notice that this information has been provided to the student body and that staff training has occurred relating to the newly amended policies and procedures; (4) a statement confirming the District's commitment to providing students an educational environment free from sexual harassment; and (3) a copy of the relevant documentation and specific notice regarding the process for filing a Title IX grievance with the District.

IV. REPORTING PROVISIONS

- A. By May 7, 2010, the District will provide OCR with a copy of the policies and procedures reviewed and revised pursuant to section III.A. of this Agreement.
- B. By May 7, 2010, the District will provide OCR with a copy of the written notice described at section III.B. above, and a description of the publications in which the notice was provided to individuals.
- C. By May 7, 2010, the District will provide OCR with a copy of the materials used in the District's training and a roster of the District staff and volunteers who attended the training pursuant to section III.C.
- D. By May 7, 2010, the District will provide OCR with a copy of the Notice provided to the student's parent pursuant to section III.D.

Signed and Dated:


Mr. Joseph A. Kren
Superintendent
Potlatch School District No. 385


Gary D. Jackson
Director, Seattle Office
Western Division
Office for Civil Rights