

**Resolution Agreement
Watersmeet Township School District
OCR Complaint Docket #15-08-1170**

The Watersmeet Township School District (the District) submits to the U.S. Department of Education, Office for Civil Rights (OCR), this Resolution Agreement to resolve the above-referenced complaint investigation and to ensure compliance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, *et seq.*, and its implementing regulation at 34 C.F.R. Part 100, which prohibits discrimination based on race, color, and national origin, and with Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1681, and its implementing regulation at 34 C.F.R. Part 106, which prohibits discrimination based on sex. Accordingly, the District agrees to take the following actions:

Action Steps

• **SPECIAL PROGRAM PARTICIPATION**

1. Throughout the 2010-2011 school year, the District will participate in good faith in the following three programs through the U.S. Department of Justice's Community Relations Service (DOJ): (1) the Student Problem Identification and Resolution of Issues Together (SPIRIT) program, (2) facilitated dialogue between adult District and community members, and (3) cultural competency training.

Through the SPIRIT program, the District will work with DOJ to identify community facilitators who will work with District students from every racial group in the District in grades 6-12. The students will, with the assistance of the facilitators, identify racial problems at the District and work with the District to develop a plan to resolve the identified issues. The District will then develop a SPIRIT council made up of representatives from each student constituency, who will enact the resolution plan.

In the facilitated dialogue, the District will work with DOJ and seek to obtain the participation of District staff, administrators, Board members, parents, and other community representatives of all races represented in the District. Through mediation by DOJ, the District will work in good faith to arrive at an agreement among these constituencies of action steps the District will take to eliminate racial harassment for all races at the District.

Cultural competency training will be conducted by DOJ for all District staff.

Upon execution of this Agreement, OCR will contact DOJ and request initiation of the above three programs for the District for the 2010-2011 school year.

• **GRIEVANCE PROCEDURES**

2. By March 25, 2011, the District will revise its grievance procedures to ensure that they provide for the prompt and equitable resolution of complaints of race or sex discrimination, including allegations of harassment. At a minimum, the revised

procedures will include: notice to students and employees of the procedure, including where complaints may be filed; adequate, reliable, and impartial investigation of complaints, including the opportunity to identify witnesses and other evidence; designated and reasonably prompt timeframes for the major stages of the complaint process; notice to the parties of the outcome of the complaint (consistent with applicable law, *e.g.*, FERPA); and an assurance that the school will take steps to prevent recurrence of any harassment and to correct its discriminatory effects on the complainant and others, if appropriate. In addition, the complaint procedures will include an alternate person (*i.e.*, Board President) who will accept and investigate should a complaint be filed against the District's superintendent/principal. The procedures will also require the District to document complaints, investigations, and complaint dispositions and to maintain a file of these documents. If the District chooses to include an informal mechanism for resolving complaints, *e.g.*, mediation, it must be voluntary. Complainants will not be required to meet with an alleged harasser.

3. Within 60 days of receipt of notification from OCR that the procedures revised pursuant to item #2 above comply with Title IX and Title VI, the District will adopt and implement the procedures; notify District students, parents, and staff of the procedures and where copies may be obtained; and post them on the District's website.

- **TRAINING**

4. By May 15, 2011, the District will provide training on the requirements of Title IX to all District staff members and to all students. The training for students will be conducted in two sessions, one for students in grades eight and nine and one for students in grades ten, eleven, and twelve. The training will be provided by OCR staff members and will include a separate session for the District's Title IX Coordinator and any other staff responsible for investigating complaints that will address the duties of a Title IX Coordinator and proper investigation techniques. Training will occur during the regular school day on dates mutually agreeable to the District and the OCR trainer. The District will designate the time(s) for training.
5. By May 15, 2011, the District will host two evening sessions, held on separate evenings, for parents of District students and other members of the community, including residents of the Lac Vieux Desert reservation, during which OCR staff will conduct presentations about Title VI and Title IX requirements. One session will be held at a District facility and the other will be held at a facility located on the Lac Vieux Desert reservation. Invitations to both sessions will be extended to parents of District students and other members of the community, including residents of the Lac Vieux Desert reservation. The evening sessions will be held during the same week as the training described in item #4 above.
6. By February 1, 2011, the District will contact OCR to schedule the training described in items #4 and #5 above.

- **ANTI-BULLYING PROGRAM**

7. By September 30, 2010, the District will assign a Native American staff member to serve as co-coordinator of the District’s anti-bullying program.
8. By December 23, 2010, the District’s Board will conduct an assessment of the anti-bullying program and will make recommendations for the continuation of the program, and any necessary modifications to the program, based on the assessment.

Reporting Requirements

- A. Within 60 days of receipt of notification from OCR that the procedures revised pursuant to item #3 above comply with Title IX and Title VI, the District will submit a report to OCR verifying its implementation of item #3 above, including the notice issued to all District students and staff and the link to the procedures on the District’s website.
- B. By July 29, 2011, the District will submit a report to OCR verifying that it has completed participation in the three DOJ programs required by item #1 above, including copies of any agreements and resolution plans developed, documentation showing the District’s implementation of such agreements and resolution plans, and attendance sign-in sheets for the cultural competency training provided to District staff.
- C. By October 15, 2010, the District will provide OCR with the name of the Native American staff member assigned to serve as co-coordinator of the District’s anti-bullying program.
- D. By February 25, 2011, the District will provide OCR with the results of the Board’s assessment and its recommendations regarding the District’s anti-bullying program.
- E. By July 15, 2011, and again by July 15, 2012, the District will provide OCR with a copy of the complete investigative files, consistent with applicable law, for each complaint of racial or sexual harassment filed with the District during the 2010-2011 and 2011-2012 school years, respectively. If not included in the investigative file, consistent with applicable law, the District also will provide a written report that includes a description of the complaint, including the date it was filed; a description of the harassment alleged; the identity of the person who investigated the complaint; the date the complainant was notified of the resolution of the complaint, including the manner in which notification was provided; and, where applicable, a description of the steps taken by the District to prevent recurrence of any discrimination or harassment and to correct its discriminatory effects on the complainant and others.

Superintendent or Designee

Date