

**EAST PROVIDENCE PUBLIC SCHOOLS
OCR COMPLAINT NO. 01-09-1105**

The East Providence School Committee (Committee) hereby enters into the following Agreement to resolve the above-referenced OCR Complaint. In agreeing voluntarily to take the actions set forth below, the Committee does not in any way admit liability with respect to any allegation set forth in OCR Complaint No. 01-09-1105, under federal or state antidiscrimination or civil rights law, including but not limited to Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, *et seq.*

1) Policy

The Committee will create a policy prohibiting harassment based on race by June 30, 2010.

2) Procedure

The Committee will create a procedure for responding to allegations of harassment based on race by June 30, 2010.

3) Counseling

The Committee agrees that the Student will receive an offer of an individualized counseling session with appropriate school personnel by February 28, 2010. The purpose of this meeting will be to discuss with the Student the alleged February 2009 incident, as alleged in OCR Complaint 01-09-1105.

The counselor will make a determination based on this meeting as to whether the Student is in need of ongoing short or long-term individualized therapy. If the counselor determines that the Student is in need of therapy, he or she will make a referral of the Student to an appropriate service provider and assist the Complainant in obtaining counseling. If the counselor determines that the Student is not in need of therapy, the counselor will provide the Superintendent with a letter explaining the reasons for the determination.

4) Staff Training

The Committee will train staff and building administrators of the Martin Middle School (School) on harassment based on race, color, or national origin by September 30, 2010. The training will address the definition of harassment on the basis of race, color, or national origin and how to investigate, determine the validity of, and respond to verified allegations of racial harassment. The training will also encompass the Committee's newly promulgated policy and procedure, as referenced in Paragraphs 1 and 2. The training will be developed and led by the District's Chief Operating Officer.

5) Student Training

The Committee will train students at the School regarding harassment based on race and the Committee's newly promulgated policy and procedure, as referenced in Paragraphs 1 and 2. The student training will be developed and led by the District's Chief Operating Officer, and will take place by October 29, 2010.

6) Reporting

On or before **March 3, 2010**, the Committee will provide OCR with documentation evidencing that a counselor offered to and/or met with the Complainant as described in 3) above, and documentation of any referral for therapy. If, the counselor determines that the Student does not need therapy, a copy of the Counselor's explanation to the Superintendent will be provided to OCR.

On or before **March 30, 2010**, the Committee will submit a draft of the proposed Policy in 1) above, for OCR's review and approval.

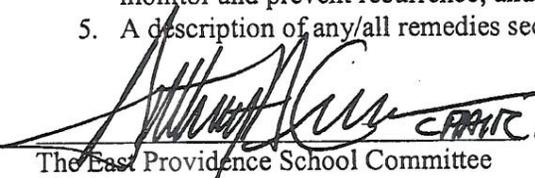
Within two weeks of the staff training described in 4) above, but no later than **October 14, 2010**, the Committee will provide OCR with a report verifying that the training has taken place, including attendance sheets for its participants.

Within two weeks of the student training described in 5) above, but no later than **November 12, 2010**, the Committee will provide OCR with a report verifying that the training has taken place, including attendance sheets for its participants.

On or before **October 31, 2010**, the Committee will provide OCR with evidence that the Policy in 1) above, and the procedure in 2) above, has been distributed to students, parents, and employees.

On **June 30, 2011**, the Committee will provide to OCR reports regarding complaints of alleged racial discrimination at the School for the 2010-2011 school year.
The reports will include:

1. Copies of all formal and informal complaints and reports of alleged racial harassment at the School including the names of the individuals who filed the complaint or report;
2. A description of the School's investigation, including supporting documentation;
3. Documentation of the School's investigative findings, including whether race was determined to be a factor related to the alleged harassment;
4. Documentation of any/all disciplinary and corrective actions taken, as well as efforts to monitor and prevent recurrence; and
5. A description of any/all remedies secured for the complainant, if applicable.


The East Providence School Committee

2-8-10
Date