

Voluntary Resolution Agreement
Wakefield Public Schools
U.S. Department of Education, Office for Civil Rights (OCR)
Complaint 01-14-1223

The Wakefield Public Schools (District) has voluntarily agreed to take the following steps to resolve the above-referenced Complaint. Nothing herein shall be deemed to be an admission or acknowledgment by the District that it has violated Title VI, any other laws that OCR enforces, or any other Federal or State law, or that the District has otherwise treated the Student or his family unlawfully.

I. Procedures

- a. By November 1, 2015, the District will submit for OCR's approval a revised bullying prevention policy or plan, or draft a new policy or plan, applicable to allegations of harassment based on race to, at a minimum, provide for:
 - i. The definition of race-based harassment;
 - ii. To whom an allegation of race-based harassment should be addressed, including name, title, and contact information;
 - iii. Mandatory reporting by teachers, administrators, and staff of alleged racial discrimination of which they become aware, including race-based harassment;
 - iv. The process through which District will respond appropriately and promptly to complaints or allegations of racial discrimination/harassment, including steps for investigating, stopping, preventing recurrence of, and remedying any effects of such harassment;
- b. Within 90 days of OCR's approval, the District will provide OCR with documentation that it has provided notice of the plan or policy by posting it on the District website. The District will also update its student handbooks to include the plan or policy.

II. Training

- a. By February 1, 2016, the District will provide mandatory training and guidance to the District's administrators and designated school climate specialists on the plan or policy, on how to conduct investigations of racial discrimination (Title VI) claims, and on appropriate remedies when racial discrimination or harassment is found to have occurred; such training will account for any

revisions/updates to the policy or plan provided by OCR. Training will also be provided to Greenwood School staff.

- b. The District will provide OCR with the materials to be provided at the trainings and the identification of trainer(s) for OCR's review and approval at least two weeks prior to the training. Within one week following the training, the District will provide OCR with confirmation that the training took place. During the trainings, the District will distribute appropriate and relevant reference material and guidelines that will include the following topics:
 - i. The District plan or policy prohibiting discrimination and race-based harassment of a student by other students or by employees;
 - ii. The types of conduct that could constitute race-based harassment; such as, verbal acts, graphic and written statements about race, or other conduct that may be physically threatening, harmful or humiliating;
 - iii. An explanation of the District's plan or policy for resolving discrimination allegations; a reference to where individuals can locate the full plan or policy; and, the name and contact information of the District-level individual responsible for responding to allegations of discrimination, including harassment;
 - iv. The appropriate action/response that staff must take when she/he learns of race-based harassment or discrimination of a student.

III. Education Initiatives and Climate

- a. Following the training, the District will implement programs and/or initiatives to improve the quality of the school climate at all District Elementary Schools, including an age appropriate student education program and initiative to promote cultural awareness and support diversity, and mentorship programs for students of color.
- b. By April 1, 2016, the District will submit a report to OCR, for each age-level, on the programs and initiatives that were implemented. Within 30 days of the end of the 2015-2016 school year, the District will provide OCR with a final report on the implementation of each program and initiative.

The District understands that OCR will not close the monitoring of this agreement until OCR determines that the District has fulfilled the terms of this agreement and is in compliance with the regulation implementing Title VI at 34 C.F.R. Section 100.3, which was at issue in this case.

The District understands that by signing this agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this agreement. Further, the District understands that during the monitoring of this agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this agreement and is in compliance with the regulation implementing Title VI at 34 C.F.R. Section 100.3, which was at issue in this case.

The District understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement pursuant to 34 C.F.R. Sections 100.9 and 100.10, or judicial proceedings to enforce this Agreement, OCR shall give the District written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

For the Wakefield Public School District:

Superintendent

Date