

Resolution Agreement
OCR # 05-15-1180
Oak Park River Forest High School District 200

The Oak Park River Forest High School District 200 (District) submits this Resolution Agreement (Agreement) to the U.S. Department of Education (Department), Office for Civil Rights (OCR), to resolve OCR complaint #05-15-1180, which alleges discrimination based on race. The District submits this Agreement to ensure its compliance with Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d – 2000d-7, and its implementing regulation at 34 C.F.R. Part 100. Title VI prohibits discrimination on the basis of race, color, or national origin in programs or activities operated by recipients of Federal financial assistance from the Department. The District agrees to take the specific actions discussed in the paragraphs set forth below, as follows:

1. Assurance of Compliance with Title VI: Effective immediately, the District will assure that all programs and activities, including assemblies and similar events, held or sponsored by the District will be open to students, parents and other individuals regardless of race, color or national origin.
2. Policy Development. No later than October 15, 2015, the District will develop a policy that ensures that Item #1 is implemented, and will review and revise its existing policies and procedures and related materials e.g., handbooks, notices to students and parents, public notices, and website information, applicable to student and parent participation in all programs and activities, including assemblies and similar events, offered or sponsored by the District to ensure that all students, parents, or other individuals may participate regardless of race, color or national origin.

REPORTING REQUIREMENT: By November 1, 2015, the District will provide OCR with a copy of the draft policy and any other documents developed or revised as described by Item #2 of this Agreement for OCR's approval.

3. Publication of Policy. Within 30 days of OCR's approval of the policy developed and any revisions of existing policies and procedures and related documents, the District will adopt such policies and procedures and publish the revised documents on its website.

REPORTING REQUIREMENT: By March 1, 2016, the District will provide OCR an electronic copy of all relevant policies and procedures and related materials, and will specify the website address(es) at which the documents described in Item #3 above are published.

4. Training. Within 60 days of OCR's approval of the policy developed and any revisions of existing policies and procedures and related documents, the District will provide training to staff on the approved policy and any revisions to its existing policies and procedures and related documents.

REPORTING REQUIREMENT: By April 1, 2016, the District will provide OCR with documentation that it has provided the training referenced in Item #4, including the date(s) of the training, the names and titles of the trainer(s), a copy of any materials used or distributed during the training, and a sign-in sheet or other documentation verifying the School staff that attended the training.

5. Documentation of OPRF Programs and Activities. Nothing herein is intended to prohibit the District from offering or sponsoring programs or activities that are anticipated to be of interest to students or parents of particular racial or national origin backgrounds as long as participation is not limited to particular groups. The District will maintain a list of all such District programs and activities held during the 2015-2016 and 2016-2017 school years. The list will specify the name, date and location of the activity, and if applicable, any limitation(s) on attendees, as well as the reason(s) for the limitation(s) on attendees.

REPORTING REQUIREMENT: By June 30, 2016 and June 30, 2017, the District will provide OCR with the documentation referenced in Item #5, including a copy of the invitation or announcement of the program or activity

Monitoring

During the monitoring of this agreement, 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 complied with the terms of this Agreement and the provisions of Title VI applicable to this complaint. The District understands that OCR will not close the monitoring of this agreement until OCR determines that the recipient has fulfilled the terms of this agreement and is in compliance with the regulation implementing Title VI at 34 C.F.R. §§ 100.3(a) and (b), which were 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. §§ 100.3(a) and (b), which were 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 (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce this Agreement, OCR shall give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

Approved and agreed to on behalf of the Oak Park and River Forest High School District 200:

Dr. Steven Isoye
Superintendent
Oak Park and River Forest High School District 200

Date