

**RESOLUTION AGREEMENT**  
**Aurora Public Schools**  
**Case Number 08-14-1242**

In order to resolve the allegation in case number 08-14-1242, filed against the Aurora Public Schools opened for investigation by the U.S. Department of Education, Office for Civil Rights (OCR), the District agrees to implement this Resolution Agreement. This case was initiated pursuant to Section 504 of the Rehabilitation Act of 1973 (Section 504), and its implementing regulation at 34 C.F.R. §§ 104.4 & 104.7-104.8 and Title II of the Americans with Disabilities Act of 1990 at 28 C.F.R. §§ 35.106-35.107 & 35.130.

1. Policies and Procedures: The District will revise its policies and procedures, including, but not limited to policies AC, ACE, and AC-R, to respond to disability discrimination complaints and to provide notice of its compliance officer that are compliant with Section 504 and Title II of the ADA. See 34 C.F.R. §§ 104.7–104.8 and 28 C.F.R. §§ 35.106-35.107

**REPORTING REQUIREMENTS:**

- By September 30, 2016, the District will submit to OCR for review and approval the District's draft policies and procedures for responding to disability discrimination complaints.
  - Within 60 days of OCR's approval of the policy, the District will adopt the approved policy and provide the policy to all parents and students. The notice may be accomplished by placing information regarding the policy in school newsletters and the District's website with links to the policy posted on its website.
  - Within 60 days of OCR's approval of the policy, the District will provide OCR with supporting documentation to show the approved policy is adopted and notice was provided. Supporting documentation will include 1) weblinks to where the policy is posted on its website, 2) copies of school newsletters, or 3) other similar documents notifying parents of the changes to the District's policies and procedures.
2. The District will ensure that the new policy is disseminated to all staff in the District. The District will review the new policies and procedures at a staff meeting at each of its schools within 60 days of OCR's approval.

**REPORTING REQUIREMENTS:**

- Within 60 days of OCR's approval of the policies and procedures, the District will provide OCR with a description of how the new policies and procedures were disseminated to staff members, documenting that the policies have been reviewed in a staff meeting at each school.
3. The District will update its website to ensure clear and simple access to information regarding the District's compliance officer and grievance process, including accurate links to discrimination policies and procedures.

#### REPORTING REQUIREMENTS:

- Within 60 days of OCR's approval of the policies and procedures, the District will provide OCR with the links demonstrating clear and simple access to information regarding its compliance officer and discrimination policies.
4. The District will identify and annually train the staff members at each school who are responsible for responding to disability discrimination complaints. The training will include the obligation of staff to refer potential discrimination complaints to the District's compliance officer in accordance with the approved District policy and procedure.

#### REPORTING REQUIREMENTS:

- Within 30 days of OCR's approval of the policies and procedures, the District will provide OCR with a copy of the training agenda for the training and identify the trainer and her/his qualifications to provide the training, for OCR's review and approval
  - Within 60 days of OCR's approval of the trainer and training materials, the District will provide OCR with a copy of all handouts provided during or before the training, a list of all staff identified to receive the training, and a sign-in sheet for those attending the training.
5. The District will develop training materials for all school office staff, licensed staff, and administrators regarding the requirements of Section 504 and Title II of the ADA and providing accommodations to student and parents.

#### REPORTING REQUIREMENTS:

- Within thirty (30) calendar days of OCR's approval of the policies and procedures identified in Item 1 above, the District will submit:
    - Draft training materials to OCR for OCR's review and approval;
    - Identification of the intended trainer(s) and information about the trainer's qualifications; and
    - A list of employees, including names and titles, which the District identified to receive the training consistent with Agreement Term 4.
  - Within sixty (60) calendar days of OCR's approval of the training materials, the District will schedule and conduct the training.
  - Within ten (10) calendar days after the conclusion of the training, the District will submit to OCR proof that the training was provided. Such documentation will include:
    - The agenda and handouts for the training; and
    - The date and time the training was held.
6. The District will develop training materials for all administrators at the School regarding the requirements of non-retaliation.

#### REPORTING REQUIREMENTS:

- Within thirty (30) calendar days of OCR's approval of the policies and procedures identified in Item 1 above, the District will submit:
  - Draft training materials to OCR for OCR's review and approval;
  - Identification of the intended trainer(s) and information about the trainer's qualifications; and
  - A list of employees, including names and titles, which the District identified to receive the training consistent with Agreement Term 6.
- Within sixty (60) calendar days of OCR's approval of the training materials, the District will schedule and conduct the training.
- Within ten (10) calendar days after the conclusion of the training, the District will submit to OCR proof that the training was provided. Such documentation will include:
  - The agenda and handouts for the training; and
  - The date and time the training was held.

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 regulations implementing Section 504 of the Rehabilitation Act of 1973 at 34 C.F.R. §§ 104.4 and 104.7-104.8 and Title II of the Americans with Disabilities Act of 1990 at 28 C.F.R. §§ 35.106-35.107 And 35.130, 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.

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 the Agreement, if necessary, OCR may visit the District, interview District employees 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 Section 504 of the Rehabilitation Act of 1973 at 34 C.F.R. §§ 104.4 and 104.7-104.8 and Title II of the Americans with Disabilities Act of 1990 at 28 C.F.R. §§ 35.106-35.107 and 35.130, which were at issue in this case.

For Aurora Public Schools:

/S/ 7/25/16

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Name  
Title

Date