



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

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June 13, 2014

Mr. Joel Aune
Superintendent
Snoqualmie Valley School District No. 410
P.O. Box 400
Snoqualmie, Washington 98065-0400

Re: Snoqualmie Valley School District No. 410
OCR Reference No. 10131154

Dear Superintendent Aune:

This is to inform you that the U.S. Department of Education, Office for Civil Rights (OCR) is discontinuing its investigation of the above-referenced discrimination complaint against the Snoqualmie Valley School District No. 410 (the district). The complaint alleged that the district discriminated against a student at XXXXXX XXXXXX School, during the 2012-2013 school year, when the district failed to take appropriate action to address harassment of the student based on her race and color.

OCR accepted this complaint for resolution under the authority of title VI of the Civil Rights Act of 1964 and its implementing regulation at 34 CFR Part 100, which prohibits recipients of federal financial assistance from discriminating on the basis of race, color, or national origin. The district receives federal financial assistance from this Department.

OCR policy guidance states that a violation of Title VI may be found if a recipient has created or fails to appropriately address a racially hostile environment where harassment based on race is sufficiently severe, pervasive, or persistent so as to interfere with or limit the ability of a student to participate in or benefit from the recipient's education program. The policy guidance states that a student is subjected to a racially hostile environment where a recipient has effectively caused, accepted, tolerated, encouraged, or failed to correct such an environment when a recipient receives actual or constructive notice of race harassment.

In accordance with Section 302 of OCR's *Case Processing Manual*, a complaint may be resolved at any time when, before the conclusion of an investigation, the institution expresses an interest in resolving the complaint. In such a case, the provisions of an agreement to resolve the complaint must be aligned with the complaint allegations or any information obtained during the discontinued investigation and must be consistent with applicable regulations.

Prior to completion of OCR's investigation, the district requested to resolve the complaint. Subsequent discussions with the district resulted in the district signing the enclosed Voluntary Resolution Agreement (agreement), which, when fully implemented by the district, will resolve the issues raised by the complaint. OCR will monitor the district's implementation of the agreement, and when OCR concludes that the district has fully implemented the terms of the agreement, OCR will terminate its monitoring and close the case. If the district fails to implement the agreement, OCR may resume the investigation.

Please be advised that neither the district nor any other person may harass, coerce, intimidate, threaten, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title VI or that statute's implementing regulation or because he or she has filed a complaint or participated in the complaint resolution process. See 34 CFR 100.7(e). If this happens, the individual retaliated against may file a complaint with OCR alleging such retaliation.

Under the Freedom of Information Act, it may be necessary for OCR to release this document and related correspondence and records upon request. In the event that OCR receives such a request, we will seek to protect, to the extent provided by law, personally identifiable information which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

Thank you for the cooperation that you and your staff and counsel extended to OCR staff in resolving this complaint. If you have any questions, please feel free to contact Emily Hazen, Equal Opportunity Specialist, by telephone at (206) 607-1615, or by e-mail at emily.hazen@ed.gov; or you may contact Kwame Amoateng, Attorney, by telephone at (206) 607-1602, or by e-mail at kwame.amoateng@ed.gov.

Sincerely,

Kelli Lydon Medak
Team Leader

Enclosure: Voluntary Resolution Agreement

cc: Honorable Randy Dorn, Superintendent of Public Instruction