

VOLUNTARY RESOLUTION AGREEMENT

I. INTRODUCTION

The Snoqualmie Valley School District No. 410 (the district) enters into this agreement to resolve the allegations in a complaint (OCR Reference No. 10131154) filed with the U.S. Department of Education, Office for Civil Rights (OCR), under title VI of the Civil Rights Act of 1964 (Title VI).

II. GENERAL PROVISIONS

- A. This agreement resolves the allegations in OCR Reference No. 10131154 and does not constitute an admission by the district of any violation of Title VI or any other law.
- B. OCR agrees to discontinue its investigation of OCR Reference No. 10131154 based upon the district's commitment to take the actions specified in this agreement which, when fully implemented, will resolve the allegations in this case.
- C. The district understands that by signing this agreement, it agrees to provide OCR 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 implementation 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 CFR 100.3, which was at issue in this case.
- D. The district understands that OCR will not close the monitoring of the implementation 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 CFR 100.3, which was at issue in this case.
- E. 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 CFR 100.9, 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.

III. RESOLUTION PROVISIONS

A. Training and Notice regarding Anti-Harassment Policies and Procedures.

1. By September 15, 2014, the district will provide training to all teachers and staff at XXXXXX XXXXX School on the district's policies and procedures addressing racial harassment. The training shall include, at a minimum:
 - a. the district's responsibility to maintain a non-discriminatory environment and its obligation to take prompt and effective action to address racial harassment and prevent its recurrence when incidents of racial harassment occur;
 - b. the responsibilities of teachers and other school staff in addressing racial harassment, and the procedure to follow when they become aware of incidents of racial harassment;
 - c. examples of racial harassment and examples of appropriate remedies for such harassment;
 - d. the school's commitment to investigating complaints of racial harassment and taking prompt, appropriate, and effective responsive action;
 - e. the district's procedure for raising concerns or complaints to school employees regarding racial harassment, including identifying the name and contact information for the designated employee(s) responsible for receiving complaints and responding to concerns; and
 - f. information about the district's complaint procedures for addressing students' and parents' complaints of racial harassment.
2. By September 15, 2014, the district will provide notice to the students at XXXXXX XXXXX School and their parents of: its policies, procedures, and practices that prohibit racial harassment; the procedure that students and parents may use to bring formal and informal concerns of racial harassment to the attention of school officials; and the name, title, office location, telephone number, and e-mail address of the individual(s) at XXXXXX XXXXX School and in the district

responsible for receiving and responding to complaints of racial harassment.

B. Investigation of Allegations of Race Harassment

1. In addition to the actions the district has taken previously to investigate the student's allegations of race harassment, the district will:

By July 1, 2014, take any additional actions needed to complete its investigations into the allegations of race harassment reported by the student since November 15, 2012, and will take appropriate action, including appropriate disciplinary action against any students found to be responsible for harassing the student.

2. By July 1, 2014, the district will provide written notice to the student and her parents of the outcome of investigation(s) completed pursuant to section III.B.1 for which written notice of the outcome was not previously provided.

C. Remedies for the Identified Student

1. By September 1, 2014, the XXXXXX XXXXX School principal will provide the student and her parents a letter containing, at a minimum, the following:
 - a. A statement that racial harassment is unacceptable and will not be tolerated by the school and that the policy prohibiting such conduct will be strictly enforced.
 - b. A statement confirming that the district's policies and procedures prohibit racial harassment and that the district and the school are committed to taking the necessary steps to provide students an educational environment free from racial harassment.
 - c. A description of the steps the school and the district will take to address the racial harassment the student experienced at the school, which will include an investigation and appropriate responsive actions as warranted by the investigative findings.
 - d. The designated contact person at the school with whom the student and parents may raise concerns if the student is subjected to any further incidents of racial harassment.

- e. An invitation for the student and her parents to contact a XXXXXX XXXXXX School administrator or a district administrator regarding the racial harassment that the student experienced at school and its impact on the student.
 2. By July 1, 2014, the district will convene a committee of school staff members, including individuals familiar with the student and the racial harassment alleged in this complaint, as well as the school counselor and a school psychologist, to determine whether the student would benefit from counseling services for the assessment and/or treatment of the effects of the alleged racial harassment experienced by the student. If the committee determines that the student would benefit from counseling services, then:
 - a. the committee will determine the type and amount of counseling services the district will offer to the student, as well as the qualifications and type of counseling professional needed to provide the services to the student; and
 - b. by September 15, 2014, the district will send the student's parents a written offer to provide the recommended counseling to the student by a qualified provider of the district's choice. The written offer will inform the student's parents that they have 30 calendar days from the date of the letter to accept or reject the offer of counseling services. If the offer is not accepted within 30 calendar days of the notice, the district will have no further obligations under this provision. If the parents accept the offer, the district will, within 30 calendar days of receiving notice of the acceptance, arrange for an appropriate number of counseling sessions by a qualified professional.
 3. By July 1, 2014, the district will convene a committee that includes the student's teachers from the 2012-2013 school year and any other individuals deemed appropriate by the district to determine the extent to which the student's academic progress was negatively impacted because of the racial harassment alleged in this complaint. In making this determination, the district will consider all relevant factors, including the student's attendance, grades, standardized test scores, and teacher observations.

If the committee determines that compensatory education services are warranted, the district shall develop a written plan to ensure the student is provided the opportunity to receive appropriate

compensatory education services (e.g., tutoring services, etc.).
The written plan shall include the following:

- a. a description of the compensatory services to be provided to the student;
 - b. the individual(s) responsible for providing the services to the student; and
 - c. reasonable timeframes for providing the services to the student.
4. By September 15, 2014, the district will provide the compensatory education services as agreed upon under section III.C.3.

IV. REPORTING PROVISIONS

A. Training and Notice

1. By November 1, 2014, the district will provide OCR with a report describing the training it provided pursuant to section III.A.1. of this agreement. The report will include: a detailed description of the training; the training agenda; the date or dates the training was provided; the length of the training; the name, title and qualifications of the individual or individuals who provided the training; and a list of all XXXXXX XXXXX School teachers, staff members, and administrators indicating which teachers, staff members, and administrators attended the training.
2. By November 1, 2014, the district will provide OCR a copy of the notice sent to XXXXXX XXXXX School students and their parents as described in section III.A.2, above.

B. Investigation of Allegations of Racial Harassment

1. By September 1, 2014, the district will provide OCR a report on the actions it took to investigate and address the racial harassment experienced by the student, as referenced in section III.B.1, above.
2. By September 1, 2014, the district will provide OCR a copy of any written notice of the outcome of its investigation(s) that was provided to the student and her parents pursuant to section III.B.2, above.

C. Remedies for the Identified Student

1. By July 1, 2014, the district will provide OCR, for review and approval, a draft of the letter required under section III.C.1. By September 1, 2014, the district will incorporate OCR's feedback and send the letter to the student and her parents as required under III.C.1, above.
2. By October 1, 2014, the district will provide OCR a copy of the final letter sent to the student's parents as described in section III.C.1. of this agreement, the draft of which was previously reviewed and approved by OCR.
3. By July 1, 2014, the district will provide OCR, for review and approval, a summary of the committee's determination regarding counseling services as described in section III.C.2, above. The summary will include meeting notes, the names and titles of the committee members, the factors considered when determining whether the student may need counseling services and, if applicable, the extent and type of counseling services the committee determines the student may need (if applicable) including the type of counseling professional qualified to provide the counseling services.
4. By September 15, 2014, if applicable, the district will incorporate any feedback provided by OCR regarding the committee's determination, before sending the letter to the student's parents, as required under section III.C.2.(b), above.
5. If the committee has determined that the student needs counseling services as described in section III.C.2, above, then:
 - a. By October 1, 2014, the district will provide OCR a copy of the written offer of counseling services that was sent to the student's parents.
 - b. By November 1, 2014, the district will provide OCR documentation indicating the parents' response to the district's offer of counseling services, and the date of the parents' response.
 - c. By December 31, 2014, if the parents accepted the district's offer of counseling services, pursuant to section III.C.2, above, the district will provide OCR documentation of the counseling

services provided to the student, including the name and contact information for the counseling professional who provided the counseling services, and the number and dates of counseling sessions provided by the district.

6. By July 1, 2014, the district will provide OCR, for review and approval, a summary of the committee's determination regarding compensatory educational services as described in section III.C.3, above. The summary will include meeting notes, the names and titles of all committee members, the factors considered when determining the extent to which the student's academic progress was negatively impacted, and the committee's determination regarding the extent of the impact. If the committee determines compensatory education services are warranted, the district will provide a copy of the written plan developed by the committee pursuant to section III.C.3, above. By September 15, 2014, the district will incorporate any feedback received from OCR and implement the plan.
7. By December 31, 2014, the district will provide OCR documentation indicating that it has provided the compensatory education services, if any, as agreed upon under section III.C.3, above.

Signed:

_____/s/_____
Joel Aune
Superintendent
Snoqualmie Valley School District No. 410

06/06/2014
Date