

## RESOLUTION AGREEMENT

Spotsylvania County Schools

*OCR Case No. 11-16-1267*

Spotsylvania County Schools (the Division) agrees to fully implement this Resolution Agreement (Agreement) to resolve Office for Civil Rights (OCR) Case No. 11-16-1267. This Agreement does not constitute an admission by the Division of a violation of Section 504 of the Rehabilitation Act of 1973 (Section 504) and/or Title II of the Americans with Disabilities Act of 1990 (Title II), or any other law enforced by OCR. ”

### Section 1: Grievance Procedures

1. By December 31, 2016, the Division will develop and submit to OCR for its review and approval draft revisions to its grievance policies, specifically, SCS Policy Manual, Section J Number JB (Equal Educational Opportunities/Nondiscrimination) that address discrimination complaints under Section 504 and Title II, among other discriminatory bases.

The Division will ensure that these procedures provide for the prompt and equitable resolution of all complaints and will accomplish, at a minimum, the following:

- a. Ensure that the procedures apply to complaints alleging discrimination by another individual;
- b. Provide for written notice to both parties of the outcome of the complaint; and
- c. Provide appeal rights to both parties.

**REPORTING REQUIREMENT:** By January 10, 2017, the Division will submit its grievance procedures to OCR for its review and approval.

2. Within 30 calendar days of OCR's approval of the procedures developed in accordance with Action Item 1 of this Agreement, the Division will adopt and publish the newly revised procedures. The Division will also post copies of the revised procedures on the District's web site in Board Docs and the District will provide a hard copy of the revised procedures upon request to the Section 504 Coordinator.

**REPORTING REQUIREMENT:** Within 20 calendar days of OCR's approval of the procedures developed in accordance with Action Item 1 of this Agreement, the Division will provide OCR with documentation that it has implemented Action Item 2 above, including a link to its webpage where the procedures are located.

The Division understands that OCR will not close the monitoring of this Agreement until OCR determines that the Division has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Section 504 and Title II, at 34 C.F.R. Part 104 and 28 C.F.R. Part 35.

The Division understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the Division understands that during the monitoring of this Agreement, OCR may visit the Division, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the Division has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Section 504 and Title II at 34 C.F.R. Part 104 and 28 C.F.R. Part 35, which was at issue in this case.

The Division 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 proceeding to enforce this Agreement, OCR shall give the Division written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

By: \_\_\_\_\_/s/\_\_\_\_\_ Date: \_\_\_\_\_9/30/17\_\_\_\_\_

Superintendent or Designee  
Spotsylvania County Public Schools