

RESOLUTION AGREEMENT
Nash County Public Schools
OCR Case No. 11-22-1543

Nash County Public Schools (the District) agrees to fully implement this Resolution Agreement to resolve the allegations investigated in Office for Civil Rights (OCR) Case No. 11-22-1543. This Agreement does not constitute an admission by the District of a violation of Title IX of the Education Amendments of 1972 (Title IX) or any other law enforced by OCR.

Action Item 1 – Dress Code Revision

The District will, with respect to its existing dress code and the Nash Central High School (the School) handbook:

1. Review and, if necessary, revise the Nash Board of Education Policy on dress code and the School handbook to ensure that they do not discriminate on the basis of sex, including sex stereotypes;
2. include a statement that the District, or the School with respect to its handbook, will not discriminate on the basis of sex in the administration of its dress code; and
3. include a statement that students, parents, and staff may contact the District’s Title IX coordinator to file a complaint if they believe that the dress code has been administered in a discriminatory manner.

Reporting Requirements:

- a. Within 60 days of execution of this Agreement, the District will provide to OCR a draft of the District’s revised dress code and the revised section of the School handbook for OCR’s review and approval.
- b. Within 60 days after the District receives OCR’s approval of its revised dress code and section of the School handbook, the District will provide documentation to OCR reflecting its adoption of the approved dress code and the posting of the approved School handbook. This documentation will include, at a minimum, any links to its website and online publications containing the revised dress code and School handbook and evidence of its dissemination to staff, parents, and students in the District.

Action Item 2 - Training

The District will provide training to all teachers, administrators, and support personnel (defined as social workers, guidance counselors, school nurses, school psychologists, and deans of students) at Nash Central High School conducted by individuals knowledgeable about Title IX and will include information regarding:

1. the School’s responsibility to refrain from separating students on the basis of sex except as permitted by Title IX and to enforce the dress code in a manner that does not discriminate on the basis of sex; and

2. the District's Title IX grievance procedures and its Title IX obligations in responding to sexual harassment claims or reports, including considering the need for supportive measures and when an investigation into any such claim or report is required.

Reporting Requirements:

- a. Within 60 days of execution of this Agreement, the District will submit to OCR, for OCR's review and approval, a copy of the proposed training materials and the name(s), position title(s), and qualifications of the individual(s) who will conduct the training.
- b. Within 90 days of receiving OCR's approval, the District shall conduct the training and provide verification to OCR, including: (a) the name of the individual(s) who conducted the training; (b) the date(s) of the training session(s); (c) all training materials; and (d) a sign-in sheet with the names, signatures, and position titles of the District personnel who participated in each training session.

Action Item 3 – Title IX Review and Processes

The District's Title IX Coordinator, in coordination with appropriate School staff, will review reports provided to the School from September 2022 to the present date by students, parents, and staff regarding alleged sexual harassment. Consistent with Title IX and the District's grievance procedures, the District will determine whether there is a basis to investigate these reports and promptly conduct an investigation, as appropriate. The District also will assess the need for supportive measures to students and send a notification to all students and parents/guardians at the School explaining their right to file a complaint through the District's Title IX grievance process and providing a link to its Title IX grievance procedures.

Reporting Requirements

- a. Within 60 days of the execution of this Agreement, the District will provide copies of all reports of sexual harassment the District reviewed, an explanation of the outcome of its initial review, and any additional documentation or information supporting its determinations, including an explanation of any supportive measures offered to students.
- b. Within 30 days of execution of this Agreement, the District will provide a copy of the notification sent to parents and students at the School regarding the Title IX grievance process.
- c. If the District determines an investigation into the any of the reports is appropriate, it will provide all records pertaining to the investigation, including documentation of any supportive measures provided and the outcome within 90 days of the execution of this Agreement.

By signing this Agreement, the District agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. 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.

The District understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the District is in compliance with the terms of the Agreement and with Title IX and its implementing regulation at 34 C.F.R. Part 106.

The District understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice for judicial proceedings to enforce the specific terms of this Agreement and the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 calendar days to cure the alleged breach.

By: _____
 /s/_____
 Dr. Steven Ellis,
 Superintendent

Date: September 7, 2023