

Resolution Agreement
Dayton Regional STEM School
OCR Docket No. 15-14-1205

Dayton Regional STEM School (the School) voluntarily submits the following agreement to the U.S. Department of Education (Department), Office for Civil Rights (OCR), to ensure compliance with Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106, and to resolve the above-referenced complaint. Accordingly, the School agrees to take the following actions:

Individual Remedy

- I. By June 6, 2016, the School will provide written notice to the parties of the outcome of the School's investigation of the sex discrimination complaint made to the School in XXXXX XXXX by the Complainants on behalf of Student A.

Reporting Requirement: By June 20, 2016, the School will submit to OCR a copy of the document(s) described above and proof, such as certified letter receipts, of delivery of the document(s) to the parties.

School-Wide Remedies

- II. By August 1, 2016, the School will draft or revise and submit to OCR for review and approval a clear explanation and copy of its grievance procedure(s) to provide for the prompt and equitable resolution of complaints alleging sex discrimination, including complaints alleging sexual harassment. The School's sex discrimination grievance procedure(s) will include, at a minimum:
 - a. notice to students and employees of the procedure, including where complaints may be filed;
 - b. application of the procedure to complaints alleging discrimination and harassment carried out by employees, other students, or third parties;
 - c. provisions for adequate, reliable, and impartial investigation of complaints, including the opportunity for both the complainant and the respondent to identify witnesses and other evidence;
 - d. designated and reasonably prompt timeframes for the major stages of the complaint process;
 - e. written notice to both parties of the outcome of the complaint;
 - f. assurance that the School will take steps to prevent recurrence of any sex discrimination or harassment found to have occurred, and to correct any discriminatory effects on the complainant and others, if appropriate;
 - g. accurate, consistent identification and contact information for the School's Title IX coordinator and any other individuals to whom complaints or appeals may be made under the procedure(s); and
 - h. if the School includes a voluntary, informal mechanism for resolving sex discrimination complaints, provision for the complainant to be notified of the right to end the informal process at any time and begin the formal stage of the complaint process.

If the School chooses to have separate grievance procedures for resolving sexual harassment complaints and all other complaints of sex discrimination, both procedures must meet the minimum requirements stated above and must include cross-references to each other so that is clear which procedure governs which type(s) of complaints.

By August 1, 2016, the School will also revise or propose for deletion any other documents as necessary to ensure consistency with the revised grievance procedure(s) (e.g., Bylaw & Policy 2260 – Nondiscrimination and Access to Equal Educational Opportunity; Administrative Guideline 2260; Bylaw & Policy 5517 - Anti-Harassment; Administrative Guideline 5517; Administrative Guideline 5517.01 – Bullying and Other Forms of Aggressive Behavior; Bylaw & Policy 9130 - Public Complaints; the School’s student handbook and code of conduct; the School’s teacher handbook; and any and all corresponding forms.)

- III. Within 45 calendar days of the School's receipt of the OCR-approved revised sex discrimination grievance procedure(s) and corresponding revised School documents, the School will adopt and implement the documents, publish them on its website, and include the revised grievance procedure(s) in its student and teacher handbooks. To the extent that cost prohibits an immediate reprinting of hard copy handbooks, the School may add inserts to any existing handbooks and distribute those inserts to parents and students until such time as the hard copy handbooks may be appropriately updated. The School will further certify that it has reviewed all of its existing published documents, including on its website, to ensure all of its published materials are consistent with the revised sex discrimination grievance procedure(s) and that any outdated materials have been removed. The School will further notify staff, board members, students, and parents of where copies of the procedures may be obtained.
- IV. Within 90 calendar days of the School's receipt of the OCR-approved revised sex discrimination grievance procedure(s) and corresponding revised School documents, the School will provide training to all persons responsible for receiving and/or investigating complaints of sex discrimination for the School. The training will address the School’s obligation pursuant to Title IX and its implementing regulation at 34 C.F.R. § 106.8(b) to promptly and equitably respond to complaints alleging sex discrimination and the School’s procedures for doing so. The training will also specifically address the changes to the School’s sex discrimination grievance procedure(s). This training will be conducted by a person knowledgeable about these subjects.

Reporting Requirements:

- By August 1, 2016, the School will submit to OCR for review and approval a clear explanation and a copy of its revised sex discrimination grievance procedure(s) and any other related documents proposed for revision or deletion pursuant to certification described in Item II above.
- Within 45 calendar days of the School's receipt of the OCR-approved revised sex discrimination grievance procedure(s) and corresponding revised School documents,

the School will provide documentation to OCR verifying its implementation of Item III, including copies of the published documents; a link to the policies and procedures on the School's website; certification of the District's review of its published materials to ensure consistency and the removal of any outdated documents; and copies of the notices issued to staff, board members, students, and parents.

- Within 90 calendar days of the School's receipt of the OCR-approved revised sex discrimination grievance procedure(s) and corresponding revised School documents, the School will provide documentation to OCR to verify its implementation of Item IV, including a sign-in sheet showing the names and position titles of attendees at the training, a description of the qualifications of the presenter, an outline of the topics covered in the training, and any materials distributed during the training.
- By June 30, 2017, the School will submit to OCR copies of the complete documentation of all sex discrimination, including sexual harassment, complaints the School received during the 2016-2017 school year pursuant to the School's revised sex discrimination grievance procedure(s) and the School's investigation and resolution of each complaint, including but not limited to the complaint, interview memoranda, investigation notes, evidentiary documents such as transcripts and records, written findings of fact and other conclusions, notices issued to the parties, and any appeal decisions.

General Requirements

The School understands that OCR will not close the monitoring of this agreement until OCR determines that the School has fulfilled the terms of this agreement and is in compliance with Title IX and its implementing regulation at 34 C.F.R. § 106.8(b), which was at issue in this complaint.

The School 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 School understands that, if necessary, OCR may visit the School during the monitoring period, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the School has fulfilled the terms of this agreement and is in compliance with Title IX and its implementing regulation at 34 C.F.R. § 106.8(b).

The School 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 School written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

/s/

May 23, 2016

Superintendent or Designee

Date