

**Resolution Agreement  
between  
The United States of America  
and  
The Reeds Spring School District**

The Reeds Spring School District (the District) and the United States Department of Justice, Civil Rights Division, Educational Opportunities Section (the Department) voluntarily enter into the following Agreement to improve the District's ability to prevent and appropriately respond to peer-on-peer harassment and to resolve the Department's investigation into complaints of harassment on the basis of sex, including sexual orientation and sex stereotypes, in the District. The Department conducted its investigation under Title IV of the Civil Rights Act of 1964, 42 U.S.C. § 2000c *et seq.*, which authorizes the Department to address certain complaints of discrimination in public schools.

To improve its ability to prevent and appropriately respond to peer-on-peer harassment, the District agrees to take the following actions and will ensure that District employees comply with the commitments described below:

**I. District Response to Harassment Complaints**

- a. School staff members will promptly report any incident or behavior that could constitute harassment to the District's Compliance Officer and/or designee for investigation.
- b. The District's Compliance Officer and/or designee will comply with policy and procedural requirements to investigate the allegations, assess the need for supportive measures, and implement such measures as necessary.
- c. The District's Compliance Officer and/or designee will communicate the status and resolution of harassment complaints to students and parents in accordance with the timelines set forth in District policies and procedures.
- d. The District's Compliance Officer and/or designee shall oversee the implementation of necessary remedial measures regarding student safety and protection from future harassment and ensure that those remedial measures are promptly communicated to affected parents and students, consistent with FERPA and privacy laws.
- e. Schools will track complaints that may constitute harassment and include the names of students alleged to have engaged in harassment and the alleged victim(s) of the conduct, so that the District can identify and track whether students may have been subjected to repeated offenses and may be experiencing a hostile educational environment. The District will accomplish this tracking with the creation of and the training of administrators on a Google Form system.
- f. The District will conduct a semester review of school level disciplinary incidents in the following categories listed in the District's Discipline Code and student information system: Assault, Bullying/Cyberbullying; Disrespectful or Disruptive Conduct or Speech; Fighting, Harassment Including Sexual/Sex-based Harassment, Hazing, Sexting and/or Possession of Sexually Explicit, Vulgar or Violent Material; Improper Display of Affection;; and Threats or Verbal Assault. This review will identify trends and ensure the proper identification of and response to conduct that may constitute harassment.

## **II. Training Faculty and Staff**

- a. The District will develop and implement training for the 2023-2024 school year as follows:
  1. The District will train all staff members on how to properly identify, document, and report to the Compliance Officer conduct that may constitute harassment.
  2. The District will train administrators who are part of the process for investigating allegations of harassment on:
    - i. How to conduct fair and impartial investigations, including protocols for documenting the investigation;
    - ii. When and how to implement supportive measures for students; and
    - iii. How to communicate effectively and in a timely fashion with students and families about the status and resolution of harassment complaints, consistent with FERPA and privacy laws.
  3. The District will train all Administrators on how to accurately track information about conduct that may constitute harassment in the District's student information database, including the names of alleged victims and witnesses.
  4. The District will train all Counselors on how to provide support to students who exhibit signs of depression, anxiety, self-harm, or suicidality resulting from harassment.
- b. The District will ensure effective implementation of the policies and practices detailed in these trainings.

## **III. Provide Accessible Resources to Students and Families**

- a. The District will ensure that the Student Parent Handbook, which contains resources and information regarding how to identify and report harassment, is provided to all students and families annually and upon request, and is accessible on the District's website.
- b. On the District's website, the District will provide a plain language summary of its anti-harassment/discrimination/retaliation policies and a link will be added for the online complaint form for individuals to report harassment/bullying.

## **IV. Assess and Respond to Feedback Regarding District Culture**

- a. As part of the District's annual culture and climate survey, required by the Missouri School Improvement Program 6 (MSIP-6), the District will include questions related to bullying/harassment on the basis of protected class and the District's response to bullying/harassment. This survey, as a whole, is provided to parents/guardians, staff, and students of the District. All parents, all staff, and all students in grades 5 and above will receive questions substantially similar to those listed below:
  1. Whether students have witnessed or are experiencing bullying and harassment on the basis of a protected class at school;
  2. Whether students are aware of how/when to report bullying and harassment on the basis of a protected class;


3. Students' experience with their school's response to bullying and harassment on the basis of a protected class.
- b. Using trends and issues observed in the surveys, the District will identify areas of improvement and develop specific action plans targeted at, for example, appropriate buildings, grade levels, and/or student groups.

#### **V. Tracking of Implementation**


- a. For the 2023-2024 and 2024-2025 school years, the District will provide documentation to the Board of Education and the Department demonstrating compliance with Paragraphs I through IV, above, including:
  1. results of the District's semester reviews of disciplinary incidents, including any responsive action steps;
  2. survey results and specific action plans;
  3. all disciplinary incidents and complaints of conduct that may constitute harassment that were entered into the District's Google Form system;
  4. documentation of the District's investigation and response to those incidents and complaints; and
  5. any other efforts by the District to prevent, investigate, and respond to harassment.
- b. The District will produce these reports twice annually: Once prior to February 15<sup>th</sup> and once prior to June 30<sup>th</sup>.
- c. If the Department requires additional information to assess the District's compliance, it may issue reasonable requests related to the District's response to harassment, and the District will provide the information within 30 days.
- d. If the District timely implements and complies with this Agreement, the parties expect this matter to be resolved 60 days following the District's June 30, 2025 report if the Department has not notified the District of any concerns regarding compliance prior to that date. If the Department does notify the District of compliance concerns, the parties will work collaboratively to address those issues.

Date: 9.27.23

For the Reeds Spring School District:

  
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Reeds Spring R-IV School District  
School Board President  
Perry Phillips

For the United States:

  
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SHAHEENA A. SIMONS, Chief  
WHITNEY M. PELLEGRINO, Principal Deputy Chief  
VERONICA R. PERCIA, Special Litigation Counsel  
JAMES EICHNER  
JESSICA POLANSKY  
Trial Attorneys  
United States Department of Justice  
Civil Rights Division  
Educational Opportunities Section  
150 M. St., NE  
Washington, DC 20002  
(202) 514-4092  
veronica.percia@usdoj.gov