August 6, 2010

Re: Florence-Carlton School District No. 15-6
OCR Reference No. 10101079

This is to inform you that the U.S. Department of Education, Office for Civil Rights (OCR) has obtained a Voluntary Resolution Agreement to address the allegation in your complaint against Florence-Carlton School District No. 15-6. In the complaint, you alleged that the district discriminated against female students at Florence-Carlton High School, on the basis of sex, by providing fewer referees at girls’ basketball games than at boys’ basketball games.

The district has agreed to take the actions set forth in the enclosed agreement, which, when fully implemented, will resolve the issue raised by your complaint. OCR will monitor the district’s implementation of the agreement and will notify you when the provisions of the agreement have been implemented.

Thank you for bringing this concern to our attention. If you have any questions regarding this letter, please feel free to contact Levin Karovsky, equal opportunity specialist, by telephone at (206) 607-1620 or by e-mail at levin.karovsky@ed.gov.

Sincerely,

Gary D. Jackson
Director
Seattle Office

Enclosure: Voluntary Resolution Agreement
VOLUNTARY RESOLUTION AGREEMENT

I. INTRODUCTION

The Florence-Carlton School District No. 15-6 (district) and the U.S. Department of Education, Office for Civil Rights (OCR) enter into this voluntary resolution agreement (agreement) to resolve the allegation in OCR Reference No. 10101079, a complaint filed with OCR under title IX of the Education Amendments of 1972 (Title IX).

II. GENERAL PROVISIONS

A. This agreement resolves the allegation in OCR Reference No. 10101079 and does not constitute an admission by the district of any violation of Title IX or any other law.

B. This agreement will be effective when it is signed by the authorized representatives of both parties.

C. OCR agrees to discontinue its investigation of OCR Reference No. 10101079 based upon the district’s commitment to take the actions specified in this agreement which, when fully implemented, will resolve the allegation in the complaint.

D. In the event the district fails to implement any provision of this agreement, OCR will resume its investigation of the complaint or take other appropriate measures within its authority to effect compliance with Title IX.

E. OCR will monitor the district’s implementation of this agreement and will close OCR Reference No. 10101079 upon the district’s full implementation of this agreement.

III. SUBSTANTIVE PROVISIONS

Consistent with the Title IX regulation at 34 CFR 106.41, the district will ensure that it provides equal athletic opportunity to its high school female and male student athletes, including equivalent treatment with respect to the provision of officials at girls’ and boys’ athletic competitions. To this end, the district agrees to the following provisions.
A. Policy and Procedure

1. By December 31, 2010, the district will review and revise its policies and procedures governing the provision of officials at district interscholastic athletic competitions to ensure that the girls’ teams and boys’ teams receive equivalent treatment with respect to the number of officials at interscholastic competitions. For sports in which female and male student athletes have separate teams, girls’ teams and boys’ teams will be provided the same numbers of officials at competitions, unless the district can demonstrate that there is a legitimate, nondiscriminatory reason for providing an unequal number of officials at girls’ and boys’ competitions.

2. By March 15, 2011, the district will adopt the revisions, if any, that it made to its policies and procedures under section III.A.1, above, of this agreement.

B. Notice

1. By April 1, 2011, the district will provide written notice to all athletic administrators and high school coaches regarding the district’s revised policies and procedures under section III.A of this agreement and the Title IX requirement to provide equal athletic opportunity, including equivalent treatment with respect to the number of officials at athletic competitions.

2. By May 1, 2011, the district will provide written notice to all student athletes who participate in high school basketball during the 2010-2011 school year of the district’s commitment to provide equal athletic opportunity to female and male student athletes consistent with Title IX, including equivalent treatment with respect to the number of officials at athletic competitions.

IV. REPORTING PROVISIONS

A. Policy and Procedure

1. By June 1, 2011, the district will provide OCR with a copy of the revised policies and procedures, if any, pursuant to section III.A of this agreement, which OCR will review and approve prior to implementation.

2. By July 1, 2011, the district will provide OCR with a report describing its implementation of the revised policies and procedures under section III.A.1 of this agreement. The report will include but is not limited to a copy of final policies and procedures; documents showing their adoption
(e.g., school board minutes, district directives to employees, etc.); and schedule of high school athletic competitions and the number of officials provided at each girls’ and boys’ basketball game during the 2010-2011 school year.

B. Notice

By August 1, 2011, the district will provide OCR with a report demonstrating its completion of section III.B of this agreement. The report will include but is not limited to a copy of the notices provided to district employees and students, and a list of the employees and students that received the notices with the employees’ titles or positions.

Signed:

[Signature]

John McGee
Superintendent
Florence-Carlton School District No. 15-6

[Signature]

Gary D. Jackson
Director
Seattle Office, Office for Civil Rights
U.S. Department of Education

8-5-2010

8-6-10