Re: Florence-Carlton School District No. 15-6
OCR Reference No. 10091310

Dear

This is to notify you that the U.S. Department of Education, Office for Civil Rights (OCR) is terminating its investigation of your complaint of sex discrimination against Florence-Carlton School District No. 15-6 based on the enclosed Voluntary Resolution Agreement (agreement). Your complaint alleged that the district discriminated against female high school students, based on sex, by failing to provide them with equal athletic opportunities with respect to equipment and supplies, travel and per diem, practice and competitive facilities, and scheduling of games and practice times.

OCR accepted these allegations for resolution under the authority of title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit sex discrimination in education programs and activities that receive federal financial assistance from the U.S. Department of Education. As a recipient of federal financial assistance from this Department, the district is required to comply with the provisions of Title IX.

After OCR notified the district of the allegations in the complaint, the district requested to resolve the allegations through a voluntary resolution agreement. The district has agreed to take the actions set forth in the enclosed agreement which, when fully implemented, will resolve the complaint allegations consistent with the Title IX regulations. OCR will monitor the implementation of the agreement and will close the complaint when the district has fully satisfied the terms of the agreement.
Thank you for bringing this matter to our attention. If you have any questions, 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,

[Signature]

Gary D. Jackson
Director
Seattle Office

Enclosure: Voluntary Resolution Agreement
VOLUNTARY RESOLUTION AGREEMENT

I. INTRODUCTION

The U.S. Department of Education, Office for Civil Rights (OCR), and the Florence-Carlton School District No. 15-6 (district) enter into this resolution agreement (agreement) to resolve the allegations in OCR Reference No. 10091310, a complaint filed with OCR under Title IX of the Education Amendments of 1972 (Title IX).

II. GENERAL PROVISIONS

A. This agreement resolves only the allegations in OCR Reference No. 10091310 and it is not an admission by the district of any violation of Title IX or any other law.

B. OCR agrees to discontinue its investigation of OCR Reference No. 10091310 based upon the district’s commitment to take the actions specified in this agreement, which, when fully implemented, will resolve the allegations in the complaint.

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

D. OCR will monitor the district’s implementation of this agreement and will close OCR Reference No. 10091310 upon the district’s full implementation of this agreement.

III. SUBSTANTIVE PROVISIONS

The district will take necessary steps, consistent with Title IX, to ensure that it provides male and female athletes at its high school equivalent treatment, benefits, and opportunities with respect to equipment and supplies; scheduling of games and practice times; travel and per diem; and practice and competitive facilities. To this end, the district agrees to the following provisions.

A. Equipment and Supplies

1. By July 1, 2010, to satisfy its commitment to provide equivalent treatment, benefits, and opportunities to girls’ and boys’ teams with respect to equipment and supplies, the district will determine: (a) the amount, quality, suitability, level of maintenance and replacement, and availability of equipment, uniforms, and supplies for practice and competition currently provided to each team; and (b) whether there are any significant disparities between girls’ and boys’ teams in the provision of equipment, uniforms, and supplies with respect to these factors. In making these determinations, the district will obtain information from the coaches of each team and other knowledgeable individuals and will consider the amount budgeted and expended for equipment, uniforms, and supplies from all sources of district funds (e.g., athletic operational funds, fundraising, gate receipts, etc).
2. By September 1, 2010, in consultation with OCR, the district will develop a plan to address any significant disparities between girls’ and boys’ teams in the area of equipment and supplies.

3. By July 1, 2011, the district will complete its implementation of the plan described in section III.A.2.

B. Scheduling of Games and Practice Times

1. By July 1, 2010, to satisfy its commitment to provide equivalent treatment, benefits, and opportunities to girls’ and boys’ teams with respect to scheduling of games and practice time, the district will determine: (a) for each team, the number and time of day of competitive events; the number, length, and time of day of practice opportunities; and the opportunities to engage in available pre-season and post-season competition; and (b) whether there are any significant disparities between girls’ and boys’ teams with respect to these factors. In making these determinations, the district will obtain information from the coaches of each team and other knowledgeable individuals and will consider the amount budgeted and expended for the scheduling of games and practice times from all sources of district funds (e.g., athletic operational funds, fundraising, gate receipts, etc).

2. By September 1, 2010, in consultation with OCR, the district will develop a plan to address any significant disparities between girls’ and boys’ teams in the area of scheduling of games and practice time.

3. By July 1, 2011, the district will complete its implementation of the plan described in section III.B.2.

C. Travel and Per Diem

1. By July 1, 2010, to satisfy its commitment to provide equivalent treatment, benefits, and opportunities to girls’ and boys’ teams with respect to travel and per diem, the district will determine: (a) for each team, the modes of transportation provided; the housing furnished during travel; the length of stay before and after competitive events; the per diem allowances; and the dining arrangements; and (b) whether there are any significant disparities between girls’ and boys’ teams with respect to these factors. In making these determinations, the district will obtain information from the coaches of each team and other knowledgeable individuals and will consider the amount budgeted and expended for travel and per diem from all sources of district funds (e.g., athletic operational funds, fundraising, gate receipts, etc).

2. By September 1, 2010, in consultation with OCR, the district will develop a plan to address any significant disparities between girls’ and boys’ teams in the area of travel and per diem.
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3. By July 1, 2011, the district will complete its implementation of the plan described in section III.C.2.

D. Locker Rooms, Practice and Competitive Facilities

1. By July 1, 2010, to satisfy its commitment to provide equivalent treatment, benefits, and opportunities to girls’ and boys’ teams with respect to locker rooms and practice and competitive facilities, the district will determine: (a) for each team, the quality and availability of locker rooms and practice and competitive facilities for practice and competitive events; the exclusivity of use of such facilities; and the maintenance and preparation of such facilities for practice and competitive events; and (b) whether there are any significant disparities between girls’ and boys’ teams with respect to these factors. In making these determinations, the district will obtain information from the coaches of each team and other knowledgeable individuals and will consider the amount budgeted and expended for locker rooms and practice and competitive facilities from all sources of district funds (e.g., athletic operational funds, fundraising, gate receipts, etc).

2. By September 1, 2010, in consultation with OCR, the district will develop a plan to address significant disparities in the area of locker rooms, practice and competitive facilities.

3. By July 1, 2011, the district will complete its implementation of the plan described in section III.D.2.

E. Title IX Compliance Activities

By July 1, 2011, in consultation with OCR, the district will develop and implement procedures to ensure that it continues to provide female and male student athletes equivalent treatment, benefits and opportunities, such as conducting an annual survey of coaches and providing training to its athletic department and coaches regarding Title IX’s requirement to provide equal athletic opportunity to members of both sexes.

IV. REPORTING PROVISIONS

A. By July 10, 2010, the district will provide OCR a report on the information obtained and whether significant disparities were found in the areas of equipment and supplies, scheduling of games and practice time, travel and per diem, and athletic facilities, in accordance with sections III.A.1, III.B.1, III.C.1, and III.D.1.

B. By September 10, 2010, the district will provide OCR with a copy of the plans developed under sections III.A.2, III.B.2, III.C.2, and III.D.2.

C. By August 1, 2011, the district will provide OCR with a report demonstrating it has satisfied sections III.A.3, III.B.3, III.C.3, and III.D.3., including a description of the actions undertaken to ensure that it is providing equivalent treatment, benefits, and opportunities in the areas of equipment and supplies, scheduling of games and practice
time, locker rooms, travel and per diem, and practice and competitive facilities. The report may include photographs, copies of contracts or purchase orders, maintenance reports, requests for funding, funding allocations, a copy of the athletic budget and actual expenditures, and other planning documents that document the district’s efforts to comply with these provisions of the agreement.

D. By July 10, 2010, the district will provide OCR with a copy of the procedures that it developed pursuant to section III.E of the agreement, which OCR will review and approve prior to implementation.

E. By August 1, 2011, the district will provide OCR with a report describing its implementation of the procedures developed under III.E. The report may include copies of surveys and results, and copies of the training presentations and any handouts.

Signed:

[Signature]
John McGee
Superintendent
Florence-Carlton School District No. 16-6

[Signature]
Gary D. Jackson
Seattle Office
Office for Civil Rights
U.S. Department of Education

March 22, 2010
Date

3-26-10
Date