



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

1244 SPEER BLVD, SUITE 310
DENVER, CO 80204-3582

REGION VIII
ARIZONA
COLORADO
NEW MEXICO
UTAH
WYOMING

December 12, 2017

Chris Gdowski, Superintendent
Adams County School District 12
1500 East 128th Avenue
Thornton, Colorado 80241-2602

Via email only to chris.gdowski@adams12.org

Re: **Adams County School District 12**
Case Number: 08-17-1353

Dear Superintendent Gdowski:

On December 1, 2017, Adams County School District 12 and Stargate School (collectively "the Recipients") voluntarily entered into a Resolution Agreement ("Agreement") with the Office for Civil Rights (OCR) of the U.S. Department of Education ("Department") to resolve allegations raised under Title IX of the Education Amendments of 1972, and its implementing regulation, which prohibit discrimination on the basis of sex by recipients of Federal financial assistance from the Department. The Recipients agreed to report to us on its progress regarding implementing the Agreement.

We received the School's first monitoring report on December 11, 2017. This letter provides the provisions of the Agreement, the School's submission, and our comments regarding next steps.

Term I: Title IX Coordinator(s)

- A. *Within sixty (60) calendar days of this Agreement being signed, the School will submit to OCR for review and approval the name(s), title(s) or position(s), and qualifications of one or more individuals to serve as the Title IX Coordinator(s) for the School.*
- B. *The School will promptly respond to OCR's concerns, if any, about the proposed Title IX Coordinator(s) until OCR considers the concerns resolved and issues final approval of the Title IX Coordinator(s).*
- C. *Within sixty (60) calendar days of this Agreement being signed, the School will submit to OCR for review and approval a written description of the Title IX Coordinator's (or Coordinators') roles and responsibilities.*
- D. *The School will promptly respond to OCR's concerns, if any, about the proposed roles and responsibilities until OCR considers the concerns resolved and issues final approval of the roles and responsibilities.*
- E. *Within thirty (30) calendar days of the OCR's final approval of the Title IX Coordinator(s), the School will submit to OCR for review and approval a revised Community Handbook that includes the name(s), title(s) or position(s), phone number(s), email address(es), and mailing address(es) of the approved Title IX Coordinator(s).*

The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.

- F. *The School will promptly respond to OCR's concerns, if any, about the proposed Community Handbook revisions until OCR considers the concerns resolved and issues final approval of the revisions.*

Please remember to fulfill Terms I(A) and I(C) by January 30, 2018.

Term II: Staff Training

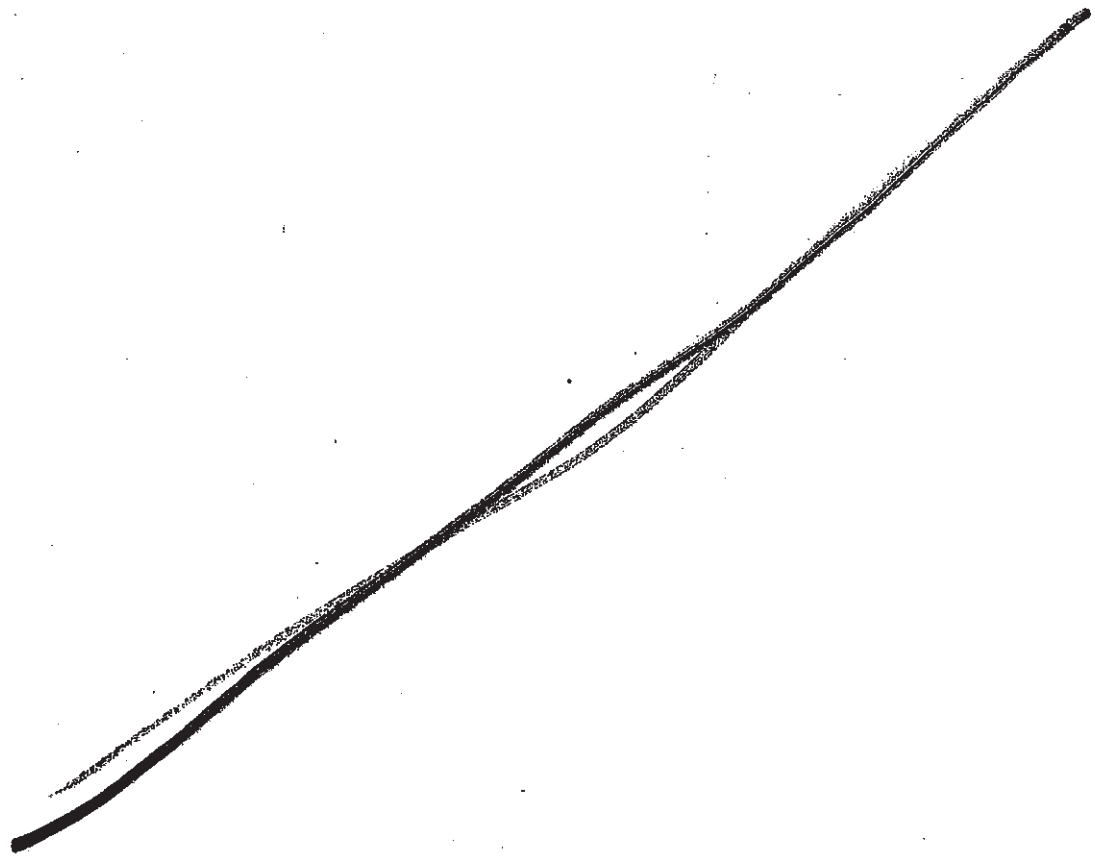
- A. *Within ninety (90) calendar days of this Agreement being signed, the School will submit to OCR for review and approval draft materials to train all School staff about sex discrimination, including, at a minimum:*
- i. *The definition, types, and examples of sexual harassment;*
 - ii. *The definition of a hostile environment, factors used to evaluate a hostile environment, and examples of a hostile environment;*
 - iii. *The School's responsibility to address sexual harassment, including its responsibility to determine whether a hostile environment exists regardless of whether a formal complaint is filed, provided the School knows or should have known of the underlying behavior;*
 - iv. *Investigating sexual harassment and hostile environments on campus caused by off-campus sexual harassment, including documenting investigations;*
 - v. *Interim safety measures, including written safety plans;*
 - vi. *Reasonable, timely, age-appropriate, and effective corrective actions, including ending harassment, eliminating hostile environments, preventing harassment from reoccurring, and preventing retaliation;*
 - vii. *Confidentiality, as it relates to sexual harassment; and*
 - viii. *The School's Title IX Coordinator(s) and his/her/their roles and responsibilities (see Term I).*
- B. *Within ninety (90) calendar days of this Agreement being signed, the School will submit to OCR for review and approval the name(s), title(s) or position(s), and qualifications of one or more proposed individuals to provide the training to staff.*
- C. *The School will promptly respond to OCR's concerns, if any, about the training materials and trainer(s) described in Terms I(A)-(B) of this Agreement until OCR considers the concerns resolved and issues final approval of the materials and trainer(s).*
- D. *Within sixty (60) calendar days of receiving OCR's final approval of the materials and trainer(s), the School will provide the training to all School staff.*
- E. *Within thirty (30) calendar days of the training(s) being provided, the School will provide to OCR:*
- i. *The date(s), time(s), and location(s) of the training(s);*
 - ii. *Confirmation that the approved trainer(s) delivered the training(s);*
 - iii. *The agenda and materials from the training(s);*
 - iv. *The names and titles of all individuals who attended the training(s); and*
 - v. *The name(s) and title(s) of all individuals who did not attend the training, an explanation for each person's absence, and a plan to train each person (if possible).*

Please remember to fulfill Terms II(A) and II(B) by March 1, 2018.

Term III: Title IX Complaint Form

- A. *Within sixty (60) calendar days of this Agreement being signed, the School will submit to OCR for review and approval a Title IX Discrimination Report Form ("Report Form").*
- B. *The School will promptly respond to OCR's concerns, if any, about the Report Form until OCR considers the concerns resolved and issues final approval of the Report Form.*
- C. *Within thirty (30) calendar days of receiving OCR's final approval of the Report Form, the School will provide to OCR:*
 - i. *A link to or screen shot of the School's "Forms and Files" webpage showing that the Report Form is available on the webpage;*
 - ii. *A revised Community Handbook that includes the Report Form; and*
 - iii. *Written assurances that the Report Form will be provided to anyone who raises concerns about discrimination based on sex at the School.*

Please remember to fulfill Term III(A) by January 30, 2018.



- D. The School will promptly respond to OCR's concerns, if any, about the meeting and plan(s) until OCR considers the concerns resolved.*

In its December 11, 2017 monitoring report, the School provided OCR with a copy of an email that it sent to the Complainant earlier that day. The email included the information required by the Agreement. Therefore, **Term IV(A) of the Agreement has been fulfilled and no further reporting is required.**

Term V: Additional Reporting to OCR

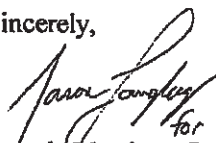
- A. By June 22, 2018, the Recipients will submit to OCR all reports, grievances, or complaints (including those utilizing the Report Form) regarding peer-on-peer sexual harassment among School students, if any, whether oral or written, from December 1, 2017 to May 31, 2018, as well as the Recipients' response(s).*
- B. OCR will review the reports, grievances, and complaints, if any, and the Recipients' response(s). The Recipients will promptly respond to OCR's concerns, if any until OCR considers them resolved.*
- C. By January 25, 2019, the Recipients will submit to OCR all reports, grievances, or complaints (including those utilizing the Report Form) regarding peer-on-peer sexual harassment from students, parents, and guardians, if any, whether oral or written, from August 1, 2018 to December 31, 2018, as well as the Recipients' response(s).*
- D. The Recipients will promptly respond to OCR's concerns, if any, about the reports, grievance, or complaints, and the Recipients' responses, until OCR considers the concerns resolved.*

Please maintain the information and records necessary to fulfill Term V(A) by June 22, 2018.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, we will protect personal information to the extent provided by law.

We appreciate the Recipients' continued cooperation in this matter. If you have any questions regarding this letter or the monitoring of this case, please contact the assigned attorney, Jason Langberg, at (303) 844-6299 or jason.langberg@ed.gov.

Sincerely,



Angela Martinez-Gonzalez
Supervisory General Attorney

cc: Josh Cochran, Executive Director, Stargate School (via email)
Walt Kramarz, Attorney, Adams County School District 12 (via email)
Complainant (via email)