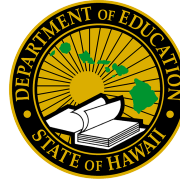


**HAWAII STATE DEPARTMENT OF EDUCATION  
RESOLUTION AGREEMENT ACTION PLAN**

The State of Hawai'i, Department of Education ("HIDOE") is deeply committed to ensuring that students and employees are protected from discrimination and harassment based on race, sex, and disability. On December 20, 2017, the HIDOE affirmed its commitment and resources to ensuring that the terms contained in the Resolution Agreement between the HIDOE and United States Department of Education, Office for Civil Rights (OCR) are met. The OCR enforces Title IX of the Educational Amendments of 1972 (Title IX), Title VI of the Civil Rights Act of 1964 (Title VI) and Section 504 of the Rehabilitation Act of 1973 (Section 504)/Title II of the Americans with Disabilities Act (ADA), as it pertains to students.

<b>CHAPTER 19, CHAPTER 41, BOE POLICY #305-10, BOE POLICY #900-1, STANDARD PRACTICE FOR BOE POLICY #305-10, STANDARD PRACTICE FOR BOE POLICY #900-1</b>			
<b>ACTION ITEM</b>	<b>PURPOSE</b>	<b>STATUS</b>	<b>PROJECTED TIME FRAME FOR COMPLETION*</b>
<b>Revise Hawaii Administrative Rules, Chapter 19 and Chapter 41</b>	HIDOE is revising Chapter 19 and Chapter 41 to include a grievance procedure to address conduct towards students based on protected classes.	The revisions are drafted and are being reviewed internally at HIDOE. HIDOE will hold public hearings to collect input and feedback on Chapter 19 and Chapter 41 revisions.	June - December 2018
<b>Revise Hawaii State Board of Education (BOE) Policy #305-10: Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Student(s) by Employees (BOE Policy #305-10)</b>	BOE Policy #305-10 will be revised to include conduct between students. Currently, the policy only covers conduct by employees towards students.	The revisions will be submitted for stakeholder feedback in January 2019. Once feedback has been received, the policy revisions will be presented to the BOE.  BOE approval will need to be obtained from the BOE Finance and Infrastructure Committee and the full BOE.	January 2019
<b>Revise Standard Practice for BOE Policy #305-10</b>	The Standard Practice for BOE Policy #305-10 will be revised to include student to student conduct and to comply with the revisions to Chapters 19 and 41.	The revisions will be reviewed internally at HIDOE.  Once the review is completed, the Standard Practice will be forwarded to the various unions for consultation. The union consultation process will take approximately four (4) months.	April 2019
<b>Revise BOE Policy #900-1: Department of Education Applicant and Employee Non-Discrimination (BOE Policy #900-1)</b>	BOE Policy #900-1 was revised in July of 2017, to update the legally protected classes and to include the requirement for reasonable accommodations.	The Policy has been approved by the BOE and is in effect.	Completed

\*Timelines will be adjusted based on completion of previous action steps.



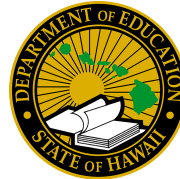
**HAWAII STATE DEPARTMENT OF EDUCATION  
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<b>Revise Standard Practice for BOE Policy #900-1</b>	The Standard Practice for BOE Policy #900-1 was revised to update the protected classes and processes for investigating complaints.	The Standard Practice is currently with the unions for consultation.	May 2018
<b>Draft Standard Practice for Reasonable Accommodations under the ADA, which is attached to BOE Policy #900-1</b>	The Standard Practice was drafted to address reasonable accommodations.	The Standard Practice is currently with the unions for consultation.	May 2018

**NEW CIVIL RIGHTS COMPLIANCE OFFICE (CRCO) EQUITY SPECIALIST POSITIONS**

<b>ACTION ITEM</b>	<b>STATUS</b>	<b>PROJECTED TIME FRAME FOR COMPLETION*</b>	
<b>New Positions</b>	<p>Eleven new Equity Specialists have been hired for the following complex areas:</p> <ul style="list-style-type: none"> <li>•Farrington-Kaiser-Kalani</li> <li>•Kaimuki-McKinley-Roosevelt</li> <li>•Aiea-Moanalua-Radford</li> <li>•Campbell-Kapolei</li> <li>•Pearl City-Waipahu</li> <li>•Castle-Kahuku</li> <li>•Leilehua-Mililani-Waialua</li> <li>•Nanakuli-Waianae</li> <li>•Hilo-Waiakea</li> <li>•Kau-Keaau-Pahoa</li> <li>•Baldwin-Kekaulike-Maui</li> </ul>	<p>We are currently recruiting for the remaining four complex areas:</p> <ul style="list-style-type: none"> <li>• Honokaa-Kealakehe-Kohala-Konawaena,</li> <li>• Hana-Lahainaluna-Lanai-Molokai</li> <li>• Kapaa-Kauai-Wamea</li> <li>• Kailua-Kalaheo</li> </ul>	June 2018

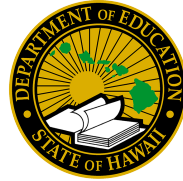
\*Timelines will be adjusted based on completion of previous action steps.



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<b>TRAINING FOR EMPLOYEES</b>			
<b>ACTION ITEM</b>	<b>PURPOSE</b>	<b>STATUS</b>	<b>PROJECTED TIME FRAME FOR COMPLETION*</b>
<b>Mandatory training on BOE Policy #900-1</b>	The purpose of mandatory training is to provide notice to employees of their rights and responsibilities under BOE Policy #900-1, the complaint process, and what administrators are required to do when they receive complaints.	Discrimination/harassment training for BOE Policy #900-1 has been developed.  Web-based training modules are being developed.	August 2018
<b>Training on ADA Reasonable Accommodations</b>	BOE Policy #900-1 also addresses reasonable accommodations for employees. The purpose of this training is so that administrators understand the requirements under ADA for providing reasonable accommodations and understand what they need to do when they receive requests.	Reasonable accommodation training for BOE Policy #900-1 has been developed.  Web-based training modules are being developed.	August 2018
<b>Mandatory training on BOE Policy #305-10</b>	The purpose of mandatory training is to provide notice to employees of their rights and responsibilities under BOE Policy #305-10, the complaint process, and what administrators are required to do when they receive complaints.	The training for BOE Policy #305-10 will be developed. The training will be rolled out once the revisions to Chapters 19 and 41 are completed. Web-based training modules will be developed.	January - April 2019
<b>Training on language access</b>	The purpose of this training is so that administrators and school employees understand the requirements under Title VI for providing interpreters for parents and members of the public whose first language is not English.	Web-based training modules are being developed.	August 2018
<b>Additional training for employees to support students</b>	In addition to the mandatory training, the Office of Curriculum, Instruction and Student Support (OCISS) is incorporating into its Chapter 19 training aspects relating to protected class conduct. In addition, OCISS will notify administrators that CRCO is a resource for student-to-student conduct that relates to protected classes.	This information is being included in OCISS training.	Completed

\*Timelines will be adjusted based on completion of previous action steps.



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<b>INFORMATION FOR STUDENTS</b>			
<b>ACTION ITEM</b>	<b>PURPOSE</b>	<b>STATUS</b>	<b>PROJECTED TIME FRAME FOR COMPLETION*</b>
<b>Develop age-appropriate information for students</b>	The purpose of age-appropriate information for students is to provide students with guidance on how to file a complaint.	In progress	End of the 2018-2019 School Year

\*Timelines will be adjusted based on completion of previous action steps.