



**Hawaii State Department of Education
Resolution Agreement Status Report
April 16, 2018**

The Hawaii State 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, HIDOE affirmed its commitment and resources to ensuring that the terms contained in the Resolution Agreement between HIDOE and the United States Department of Education, Office for Civil Rights (OCR) are met. 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.

Resolution Agreement Deliverables

I. Compliance Coordinators

<u>Date</u>	<u>Action Item</u>
July 2017- June 2018	In July 2017, the Hawaii State Legislature approved fifteen (15) new Equity Specialist positions to support the HIDOE's effort to ensure compliance with Title IX, Title VI, and Section 504/ADA at the complex areas. Eleven of these positions are filled. The remaining positions are in active recruitment and expected to be filled by June 2018. As a result of these additional positions, HIDOE has met one of its requirements under the resolution agreement.

II. Notice of Non-Discrimination

Date	Action Item
<p>June 2018</p>	<p>HIDOE’s Notice of Non-Discrimination and Anti-Harassment (Notice) will be posted on each school’s website and at various locations throughout the school. The Notice will also be included in school announcements, bulletins, and catalogs distributed to students, parents, and employees. Additionally, employment applications will incorporate the Notice.</p> <p>On July 1, 2018, HIDOE will provide a report to the OCR confirming that its schools have properly posted the Notice and that the Notice has been included in HIDOE’s employment applications.</p>

III. Grievance Procedures

Date	Action Item
<p>April 2018 - January 2019</p>	<p><i>Revisions of Hawaii Administrative Rules Chapter 8-19, Student Misconduct, Discipline, School Searches and Seizures, Reporting Offenses, Police Interviews and Arrests, and Restitution for Vandalism (Chapter 19), and Chapter 8-41, Civil Rights Policy and Complaint Procedure (Chapter 41)</i></p> <p>HIDOE is revising Chapter 19 and Chapter 41 to include a grievance procedure to address conduct towards students based on protected classes.</p>
<p>April 2018 - June 2018</p>	<p>HIDOE will engage stakeholders to obtain feedback regarding Chapter 19 and Chapter 41.</p>
<p>June 2018 - September 2018</p>	<p>HIDOE will obtain approval from the Hawaii State Board of Education (BOE) and engage in the administrative rule making process set forth Hawaii Revised Statutes, Title 8, Chapter 91 Administrative Procedure.</p>
<p>October 2018 - February 2019</p>	<p>HIDOE will obtain final approval, implement, and disseminate the rules to all students, parents and employees. HIDOE will initiate training for all employees regarding Chapter 19 and Chapter 41. HIDOE will also begin providing age-appropriate information to students relating to Chapter 19 and Chapter 41.</p>

February 2019 - April 2019	HIDOE will revise BOE Policy #305-10, submit to the BOE for approval, and post on the HIDOE and all school websites.
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IV. On-Going Compliance

Date	Action Item
July 2018	HIDOE will develop a plan for monitoring future compliance with Title IX, Title VI, and Section 504/ADA to ensure that all HIDOE schools consistently and effectively implement the approved policies, procedures, and practices.

For questions, please contact the HIDOE Civil Rights Compliance Office at crco@notes.k12.hi.us or (808) 586-3322.