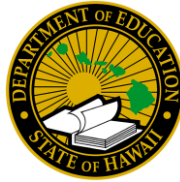


HAWAII STATE DEPARTMENT OF EDUCATION
RESOLUTION AGREEMENT ACTION PLAN

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.

CHAPTER 8-19, CHAPTER 8-41, CHAPTER 8-89, BOE POLICY #305-10, BOE Policy #900-1, STANDARD PRACTICE FOR BOE POLICY #305-10, STANDARD PRACTICE FOR BOE POLICY #900-1			
ACTION ITEM	PURPOSE	STATUS	PROJECTED TIME FRAME FOR COMPLETION*
Revise Hawaii Administrative Rule Chapter 8-19 (Chapter 19); Repeal Hawaii Administrative Rule Chapter 8-41 (Chapter 41); and Adopt Hawaii Administrative Rule Chapter 8-89 (Chapter 89)	HIDOE has made revisions to Chapter 19, and is requesting to repeal Chapter 41 and replace it with a new Chapter 89. The revisions to Chapter 19 and the new Chapter 89 will include a grievance procedure to address conduct towards students based on protected classes.	HIDOE held a public hearing on July 16, 2019, to collect input and feedback on the drafts of Chapter 19 and Chapter 89. Decision-making on Chapter 19 and Chapter 89 is scheduled with the Board of Education on August 15, 2019.	July-August 2019
Review 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)	BOE Policy #305-10 will be reviewed.	BOE Policy #305-10 will be reviewed.	Completed
Revise Standard Practice for BOE Policy #305-10	The Standard Practice for BOE Policy #305-10 will be revised to incorporate the changes made to Chapter 89.	The revisions will be reviewed internally within 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.	December 2019

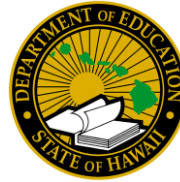
*Timelines will be adjusted based on completion of previous action steps.



HAWAI'I STATE DEPARTMENT OF EDUCATION
RESOLUTION AGREEMENT ACTION PLAN

CHAPTER 8-19, CHAPTER 8-41, CHAPTER 8-89, BOE POLICY #305-10, BOE Policy #900-1, STANDARD PRACTICE FOR BOE POLICY #305-10, STANDARD PRACTICE FOR BOE POLICY #900-1			
ACTION ITEM	PURPOSE	STATUS	PROJECTED TIME FRAME FOR COMPLETION*
Revise BOE Policy #900-1: Department of Education Applicant and Employee Non-Discrimination (BOE Policy #900-1)	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
Revise Standard Practice for BOE Policy #900-1	The Standard Practice for BOE Policy #900-1 was revised to update the protected classes and processes for investigating complaints.	The Standard Practice is implemented and posted on HIDOE's website.	Completed
Standard Practice for Reasonable Accommodations under the ADA, which is attached to BOE Policy #900-1	The Standard Practice was drafted to address reasonable accommodations.	The Standard Practice is implemented and posted on HIDOE's website.	Completed

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

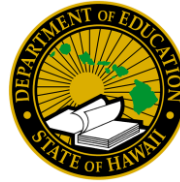


HAWAII STATE DEPARTMENT OF EDUCATION
RESOLUTION AGREEMENT ACTION PLAN

NEW CIVIL RIGHTS COMPLIANCE BRANCH (CRCB) EQUITY SPECIALIST POSITIONS

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

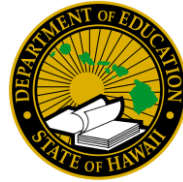
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HAWAII STATE DEPARTMENT OF EDUCATION
RESOLUTION AGREEMENT ACTION PLAN

TRAINING FOR EMPLOYEES			
ACTION ITEM	PURPOSE	STATUS	PROJECTED TIME FRAME FOR COMPLETION*
Mandatory training on BOE Policy #900-1	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 2019
Training on ADA Reasonable Accommodations	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.	December 2019
Mandatory training on BOE Policy #305-10	The purpose of mandatory training is to provide notice to employees of their responsibilities under BOE Policy #305-10, the complaint process, and what administrators are required to do when they receive complaints.	Discrimination/harassment training for BOE Policy #305-10 has been developed. Web-based training modules are being developed.	August 2019
Training on language access	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.	Training of language access has been developed. Web-based training modules are being developed.	December 2019
Additional training for employees to support students	In addition to the mandatory training, the Office of Student Support Services (OSSS) is incorporating into its Chapter 19 training aspects relating to protected class conduct. In addition, OSSS will notify administrators that CRCB is a resource for student-to-student conduct that relates to protected classes.	This information has been included in OSSS training. This information will be updated when the revised Chapter 19 is approved.	Current training – Completed Updated training – To be determined upon approval of the revised Chapter 19

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



HAWAI'I STATE DEPARTMENT OF EDUCATION
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INFORMATION FOR STUDENTS			
ACTION ITEM	PURPOSE	STATUS	PROJECTED TIME FRAME FOR COMPLETION*
Develop age-appropriate information for students	The purpose of age-appropriate information for students is to provide students with guidance on how to file a complaint.	In progress	December 2019

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