



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

April 5, 2018

TO: The Honorable Lance Mizumoto
Chairperson, Board of Education

FROM: *Christina M. Kishimoto*
Dr. Christina M. Kishimoto
Superintendent

SUBJECT: **Presentation on Three Categories of Actions in the Resolution Agreement with the U.S. Department of Education Office of Civil Rights**

1. DESCRIPTION

The Hawaii State Department of Education (HIDOE) entered into a resolution agreement with the U.S. Department of Education, Office for Civil Rights, pursuant to a compliance review of the policies, procedures, and processes used by the HIDOE for responding to complaints of harassment of students on the basis of race, color, national origin, sex, or disability.

2. PRESENTATION

The HIDOE Civil Rights Compliance Office will present an update on the resolution agreement actions.

CMK:cm
Attachment

c: Civil Rights Compliance Office

Presentation on Three Categories of Actions in the Resolution Agreement with the U.S. Department of Education Office of Civil Rights

Board of Education, General Business Meeting
April 5, 2018

Dr. Christina M. Kishimoto, Superintendent
Anne Marie Puglisi, Director, Civil Rights Compliance Office

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December 20, 2017 **Resolution Agreement**

This resolution agreement was pursuant to a compliance review of the policies, procedures, and processes used by Hawaii State Department of Education for responding to complaints of harassment of students on the basis of race, color, national origin, sex, or disability.

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Resolution Agreement Actions

- Report regarding compliance coordinators
- Notice of Non-Discrimination
- Grievance Procedures

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Compliance Coordinators

Deliverable due April 2, 2018

Civil Rights Compliance Office

- Civil Rights Compliance Office Director
- Civil Rights Compliance Office Administrator
- Title IX (Gender) Specialist
- Title VI (National Origin) Specialist
- Title VII (Employee Discrimination) Specialist
- Section 504/Title II of the Americans with Disabilities Act (ADA) Specialist
- Equity Specialists (one in each of the 15 Complex Areas)

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Compliance Coordinators Status

Deliverable due April 2, 2018

Action	Status
Report identifying the individuals designated to coordinate compliance and qualifications	Completed

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Notice of Non-Discrimination

Deliverable due July 1, 2018

- Disseminated in announcements, bulletins, catalogs, or applications for students and/or parents
 - Status: Completed
- Posted on school websites and in various locations in schools
 - Status: Completed
- Included in employment applications
 - Status: In Progress
- Provided to unions
 - Status: In Progress

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Notice of Non-Discrimination

Deliverable due July 1, 2018

Action	Status
Documentation that policies, procedures, regulatory web pages and publications have been updated with title, office address, telephone number, and email address of individuals designated to coordinate effects.	In Progress
Notice of non-discrimination disseminated in documents made available to students, parents, employees, and applicants for employment or any professional organization with Collective Bargaining Agreement	Completed

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Grievance Procedures

Deliverable due September 1, 2018

- Prompt and equitable resolution of complaints
 - Status: In progress

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Grievance Procedures

Deliverable due September 1, 2018

Actions	Status
Grievance Procedures	In progress
Training materials on the policies and Standard Practices	In progress
Conduct on policies and Standard Practices	In progress

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Grievance Procedures (cont'd)

Deliverable due September 1, 2018

Actions	Status
Plan for age appropriate guidance for students on Title IX, Title VI, and ADA/Section 504 rights and procedures	In Progress
Provide report documenting implementation of plan	In Progress
Proposed plan to monitor future compliance with Title VI, Title IX, and ADA/Section 504	In Progress
Implementation of proposed plan to monitor future compliance	In Progress

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Civil Rights Compliance Office

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